

"Press agency of Azerbaijan State Pedagogical University"

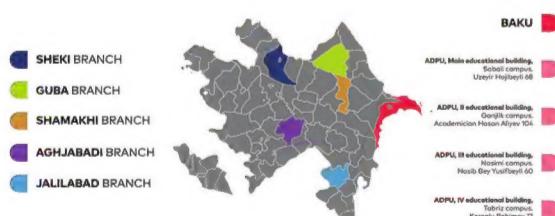
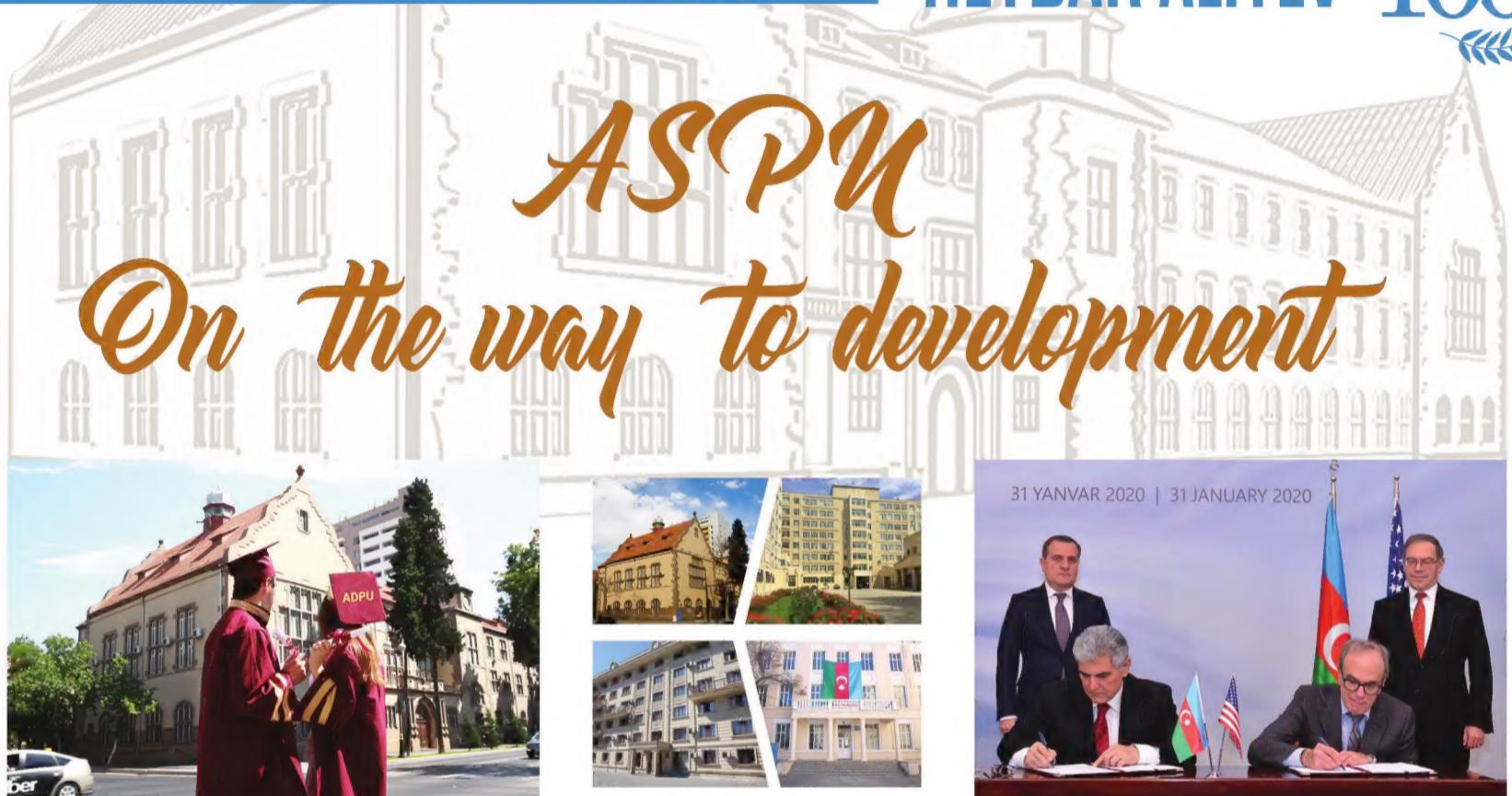
GANJ MUALLIM NEWSPAPER

H.Aliyev

"Being a teacher of teachers is a doubly honorable and, at the same time, doubly responsible job!"



HEYDAR ALIYEV 100



Since 1921, guarding our education...

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"A UNIVERSITY FAITHFUL TO TRADITIONS, OPEN TO INNOVATIONS!"

Azerbaijan State Pedagogical University (ASPU) is the first higher education institution that started operating in the national language with 6 students on the basis of the decree dated August 26, 1921 signed by the Chairman of the Council of People's Commissars of Azerbaijan Nariman Narimanov. The Azerbaijan State Pedagogical Institute, which has undergone a great historical development, received the name Azerbaijan State Pedagogical University in the 90s of the 20th century. During its activity, the higher educational institution trained nearly 170,000 teachers and became a center of scientific-pedagogical personnel training in many specialties.

ASPU is a public higher education institution with a wide network which implements educational programs at the sub-baccalaureate, bachelor's, master's and doctoral levels of education, as well as additional education. According to the Decision No. 302 of the Cabinet of Ministers of the Republic of Azerbaijan dated August 12, 2022 "On the reorganization and approval of the Charter of Azerbaijan State Pedagogical University", the university received the status of a public legal entity under the Ministry of Science and Education of the Republic of Azerbaijan.

ASPU, which celebrated its 100th anniversary in 2021, has passed a historical path of development and has rendered great services in education and teacher training in the country. In the 50s and 60s of the 20th century, M.Muradkhanov, A.Zakuzadeh and A.Abdulrahmanov were awarded the scientific title of professor. The election of Professor A.Abbaszadeh as a corresponding member of the RSFSR Academy of Pedagogical Science (APS), and M.Mehdizadeh as a full member of the Academy of Pedagogical Sciences of the USSR was a great scientific event and has become the main factor stimulating the development of scientific personnel. We can proudly say that Azerbaijani scientists - M. Mehdizadeh, A. Abbaszadeh, H. Ahmadov, S. Imanov - who were elected full and corresponding members of the USSR APS, were employees of ASPU. It should be especially emphasized that four of the twelve presidents of the Azerbaijan National Academy of Sciences (ANAS) - Yusif Mammadaliyev (twice), Zahid Khalilov, Hasan Abdullayev and Isa Habibayli are graduates of ASPU.



Scientific schools and directions in pedagogy and psychology, mathematics, chemistry, history, philology, philosophy and other fields were created and developed in ASPU. Hundreds of well-known scientists, creative intellectuals, public and state figures studied at ASPU. Well-known figures of science and culture such as Y. Mammadaliyev, H. Huseynov, Z. Khalilov, H. Abdullayev, M. Rasulov, A. Huseynov, I. Huseynov, S. Rahimov, Sh. Gurbanov, A. Garayev, A. Sumbatzade, M. Dadashzade, M. Jafarov, I. Ibrahimov, M. Shiraliyev, I. Shikhi, H. Amirkhanov are among the graduates of the university, and have long become symbols of science and glory of our nation. The name of each of them is mentioned with great pride in prestigious international scientific events held in foreign countries.

Heroes of the Soviet Union - Mehdi Huseynzade, Khidir Mustafayev, Fariz Safarov, Salahaddin Kazimov, Heroes of Socialist Labor - Safa Imanov, Zarbeli Samadov, Rustam Safaraliyev, National Heroes of Azerbaijan - Miralakbar Ibrahimov, Matlab Guliyev, Shakir Salahov, the owner of the "Victory" Order Ali Nagiyev, Malik Bayramov, Orkhan Nabiyev, the owner of the "Flag of Azerbaijan" order Firdovsi Tahirov are remembered as a symbol of bravery, skill and patriotism. 13 university graduates, as well as the only female martyr of the war, Araste Bakhishova, died in the Patriotic War. Graduates of ASPU successfully work in various higher schools, research institutes, and state organizations.

Great Leader Heydar Aliyev visited ASPU five times in different years. A monument to the Great Leader was placed in the lobby of ASPU, and Heydar Aliyev Museum was established as well, where rare exhibits are displayed. In order to convey the rich heritage to the young generation, the "Lecture Hall of Heydar Aliyev School" was organized, and the magnificent Heydar Aliyev Center was established in the ASPU second campus.

MANAGEMENT

By the Order of the President of the Republic of Azerbaijan dated June 23, 2016, Professor Jafar Jafarov was appointed the rector of ASPU.

Currently, ASPU as a public legal entity provides education in five educational campuses in Baku, and branches of the university operating in 5 different regions of the country such as Sheki, Guba, Agjabadi, Jalilabad and Shamakhi. Alongside with these, Azerbaijan State Pedagogical College provides secondary vocational education services under ASPU in two campuses in Baku.

The highest governing body at ASPU is the Scientific Council (SC). According to the new Charter of ASPU, it is planned to establish a Council of Guardians, which is a governing body for strategic development issues, operating on a public basis. The members of the Board of Guardians are expected to be appointed by the Ministry of

Science and Education in the near future. Employers and public representatives are supposed to be included in the composition. Currently, there are eight faculties operating at ASPU: They are faculties of Philology, History and Geography, Mathematics, Chemistry and Biology, Physics, Pre-School Education, Art and Physical Education, and Primary Education. At the same time, Master's and Doctorate courses, Continuing Education and Innovations Department, and the SABAH Center are operating at the university.

Secondary school No. 7 named after Mammad Rahim in Baku has been operating as a base school of ASPU since the 2016-2017 academic year.

As a result of structural reforms, the scope of activity of ASPU has expanded, the number of professors and teaching staff as well as student contingent have increased significantly. Thus, the ASPU family started the 2022/2023 academic year with 21,566 people, including branches and the Pedagogical College. 59 doctors of sciences, 46 professors, 247 associate professors, 379 doctors of philosophy work at the university. ASPU trains scientific-pedagogical personnel for 22 specializations at the undergraduate level, 28 specializations at the master's level, and 33 specializations in 10 fields of science at the doctoral level. (see the last page).

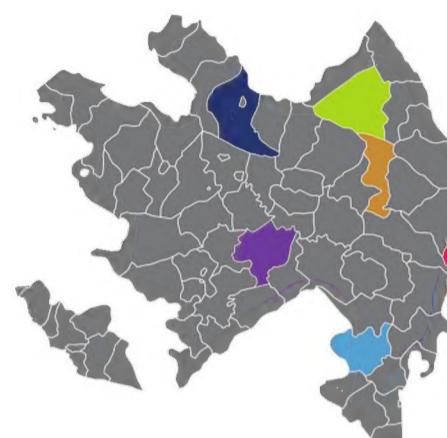
On the international Webometrics platform ASPU is ranked 8039th in the world ranking, 2027th in the continental ranking, 10th in the country ranking, 17748th in the world in terms of impact, 7521st in terms of openness, and 5538th in terms of excellence.



The university is ranked 26th in terms of impact, 5th in terms of openness, and 7th in terms of excellence in Azerbaijan. In 2022, ASPU is one of the 6 higher education institutions that have fully filled the admission plan according to the results of student admission. 4 professors of the university are honored scientists. In connection with ASPU's 100th anniversary, 1 employee of the university was awarded the Order of "Fame", 6 employees were awarded the 3rd class "Labour" Order, 17 employees were awarded the "Progress" medal, 1 employee was awarded a personal scholarship of the President of the Republic of Azerbaijan, 4 employees were awarded an honorary diploma of the President of the Republic of Azerbaijan, and 24 employees were awarded the honorary title of "Honored Teacher". Among them, 87 employees were awarded the badge of "Advanced Education Worker of the Republic of Azerbaijan" and 79 employees were awarded the Order of Honor of the Ministry of Education of the Republic of Azerbaijan. Also, by the Decree of the President of the Republic of Azerbaijan dated December 27, 2021, the jubilee medal of the Republic of Azerbaijan named "100th anniversary of the Azerbaijan State Pedagogical University (1921-2021)" was established.

The Pedagogical University, in the second century of its activity, has entered a qualitatively new stage of its development. At present, the main tasks at ASPU are to create a transparent and objective educational environment, to ensure innovation and modernity, to study and apply advanced international experience, and to train competitive specialists according to the requirements of the market economy. The main directions of activity of the university are to study the requirements of the modern labor market and to conduct effective and purposeful work for the training of pedagogical personnel who can meet these requirements. The university is planning to formulate the "Development Strategy ASPU-2030" in the coming period.

- SHEKI BRANCH
- GUBA BRANCH
- SHAMAKHI BRANCH
- AGHJABADI BRANCH
- JALILABAD BRANCH



- BAKU** ■
- ADPU, Main educational building, Sabail campus, Uzeyir Hajibeyli 68 ■
- ADPU, II educational building, Ganjlik campus, Academician Hasan Aliyev 104 ■
- ADPU, III educational building, Nasimi campus, Nasib Bey Yusifbeyli 60 ■
- ADPU, IV educational building, Tabriz campus, Koroglu Rahimov 13 ■



ACADEMIC STAFF (2023)

PROFESSOR-TEACHER, RESEARCHER	DOCTOR OF SCIENCES	DOCTOR OF PHILOSOPHY	PROFESSOR	DOCENT
675	59	379	46	247

STRATEGIC DEVELOPMENT

ASPU prepared Strategic Development Plan (SDP) for 2018-2021. The goals and objectives of the SIP were defined in accordance with the mission of the university whose aim is to train "productive and deep-thinking researchers with national consciousness, who respect science, human rights, who are creative and innovative individuals in education and research, who contribute to the improvement of the technological, socio-economic and cultural level of the society". In the light of the above, this SIP has served to focus on the main goals of the identified development directions in the period up to 2021, and to further strengthen the result-oriented management. It should be noted that the implementation of the Strategic Development Plan of ASPU for 2018-2021 was extended until the end of 2023 by the decision of the Scientific Council dated December 29, 2022. By the decision of the Scientific Council dated September 14, 2022, a working group was established for the preparation of the "ASPU 2023-2030" Strategic Development Plan.

In the last 6 years the work done by ASPU in the fields of improving the quality of education, updating the content, further strengthening and modernization of the competences of the professors and teaching staff, increasing student satisfaction, improving the results of Program for Teachers' Employment, opening new master's programs, increasing the SABAH groups, creating the SABAH master's program, experimental groups, the expansion of the Russian and English departments, the increase in the quality of the scientific results of university teachers, involvement in international research, the implementation of new innovative projects, the creation of international relations, dual diploma programs, etc. were the realities arising from the mission and vision of the future, the needs of the labor market and the education system.

Also, implementation of the rating evaluation system of professors and teaching staff, internal institutional evaluation, annual work plan jointly with the Ministry of Science and Education, establishment of intellectual property protection system (anti-plagiarism), support for education inclusion policy (projects with UNICEF and Regional Development Union), short-term training programs, and mobility capabilities have been the main tools used in this renewal process.

According to the relevant order signed by Emin Amrullayev, the Minister of Science and Education of the Republic of Azerbaijan on



June 25, 2021, the vice-rectorship for strategic development issues was established at the Azerbaijan State Pedagogical University. According to the decision of the Scientific Council dated October 7, 2021, the Strategic Development Center was established under the vice-rectorate for strategic development issues.

In order to measure student satisfaction and organize classes more efficiently, the center regularly organizes surveys among students and professors. It analyzes survey results and take appropriate steps.

International student evaluations and research conducted in our country are carried out by the Center for Strategic Development. Thus, organization of trainings for learners and teachers on TIMSS, ICILS, PISA, PIRLS international student assessments and TALIS - International Research on Teaching and Learning are carried out by the staff of the center. The center informs students about the

international evaluations that our country participates in, and they are involved in various activities in this field.

It should be noted that SDC cooperates and implements joint projects with many institutions and organizations existing in our country such as Ministry of Science and Education, Department of Education for Baku City, Institute of Education, Algorithmic Company, T-Network, AGMA (Azerbaijan Young Teachers Association), "One Volunteer" and others. Starting from 2022, ASPU SDC in cooperation with the Ministry of Science and Education has organized the "School Leadership Program" (MLP) for pedagogical personnel who wish to work as principals in state general educational institutions. 50 people have already graduated from the first call of the program.

ASPU SDC in cooperation with AGMA has prepared e-learning materials for young teachers on a number of modules.



QUALITY ASSURANCE POLICY

In 2018, the university joined the three-year project "Creation and Development of Quality Assurance (QA) Centers in Azerbaijan Universities (EQAC)" within the Erasmus+ program of the European Commission. Within the framework of this project, the internal quality system at the university was established at the institutional level. Within the framework of the project, by the decision of the meeting of the Scientific Council of the University on September 14, 2018, the Quality Policy document was approved at ASPU. In the preparation of the document, the analysis of the documents of Ankara University, Kars University, Glasgow University and other developed countries, as well as Turkey's YOKAK organization was used.

ASPU has a mission, vision and principles that define quality assurance. The mission includes the implementation of activities such as conducting quality teaching, curricula, administration and research, mainly through quality enhancement and continuous improvement in the university, as well as ensuring the highest quality systems and procedures to achieve this. These activities directly serve the transformation of the university into an excellent educational institution, as well as the preparation of patriotic, educated, highly professional graduates who meet the requirements of the local and global labor market. ASPU's vision in the field of quality assurance is as follows: "Quality education and quality management are the guarantee of the university's success."

INTERNAL QUALITY ASSURANCE MECHANISMS

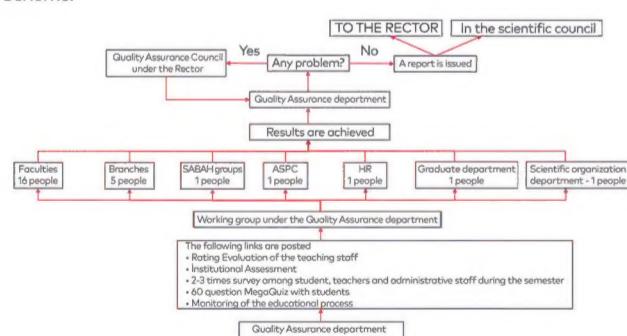
In addition to official documents and international standards, the establishment of the quality assurance system at ASPU is based on the university's Quality policy document, Strategic Development Plan and Charter, as well as opinions and suggestions of internal and external stakeholders. In 2018, the Department of Quality Assurance was established in order to increase quality and establish effective communication between structural units in the direction of realizing ESG standards at the university. The department carries out control and analyzes in the directions of education, teaching, increasing the competitiveness of professors and teachers compared to the world, socialization of students and integration into the international world, as well as the organization of the excellent management system of the university, and based on this, it prepares targeted proposals.

Within the framework of the EQAC project, a sustainable development plan of ASPU in the field of quality assurance was prepared. According to the plan, improvement of the university's quality assurance system based on ISO 9001 standards is considered as a priority among the works to be done.

Since December 3, 2018, the Quality Assurance Commission headed by the rector has been functioning as a collegial institution providing a centralized internal quality assurance system at ASPU by the decision of the Scientific Council. Since 2021, Quality Assurance departments have started operating in five branches of ASPU, and a working group on Quality Assurance has been established under the Quality Assurance Commission, covering all branches of the university and the college. The quality assurance system at ASPU is based on the PDCA cycle model:

1. Problems are identified by conducting a comparative analysis between domestic and foreign universities according to certain ESG standards by the quality assurance department. An improvement plan is being prepared for their elimination.
2. Innovations are applied against the background of improvement works.
3. The impact of innovation efficiency on quality is checked and the results are analyzed.
4. Internal quality assurance system is improved based on results and emerging problems.

In ASPU, the process of collecting and processing documents related to quality assurance, university-wide inquiries and academic staff rating evaluation is carried out according to the following scheme.



Quality Assurance system at ASPU

This scheme allows the implementation of innovative ideas and proposals based on the PDCA model, and the systematic quality assurance process in any structural unit at ASPU (branches, faculty, ASPC, etc.)

QUALITY ASSURANCE

Azerbaijan State Pedagogical University's Strategic Statement



Motto

"A university faithful to traditions, open to innovations!"

Vision

"Implementing researcher-teacher training in line with international standards based on the fundamentals of vocational education, specialization, and innovations."

Mission

"To raise individuals - educators with national consciousness, who are research-oriented, productive, deep-thinking, respectful of science and human rights, creative, and innovative; to contribute to the enhancement of society's technological, socio-economic, and cultural level through education, training, research, and the like."

Main objectives

- Strengthening university satisfaction for students (through methods such as student satisfaction surveys and teacher evaluations);
- Improving student outcomes (by measuring the passing rate of external exams, the employment rate, the filling rate of admission places of specialties, etc.);
- Attracting highly skilled students to the university (based on university admission scores) and developing the skills of students with high scores in research and innovation directions.

Core values:

- **Integrity/transparency:** to act with fairness, conscience, and ethics, creating a culture of trust in all of the university's activities and decision-making processes;
- **Excellence:** to serve the development of society by continuously offering high-quality programs, education, services, and opportunities for advancement;
- **Innovation:** to foster individual creativity and innovation by considering and supporting the development of ideas, creating an environment that enables career growth, change, and dynamism;
- **Responsibility:** to ensure academic, program, and financial integrity and value by effectively managing the resources allocated to the university;
- **Respect:** to approach everyone in a humane, open, and professional manner collectively in all activities and decision-making, being open to diversity;
- **Collaboration:** to work in partnership with local (national), regional, and global partners at the university level for common goals, valuing team effort, corporate culture, participation, and the diversity of ideas and perspectives.

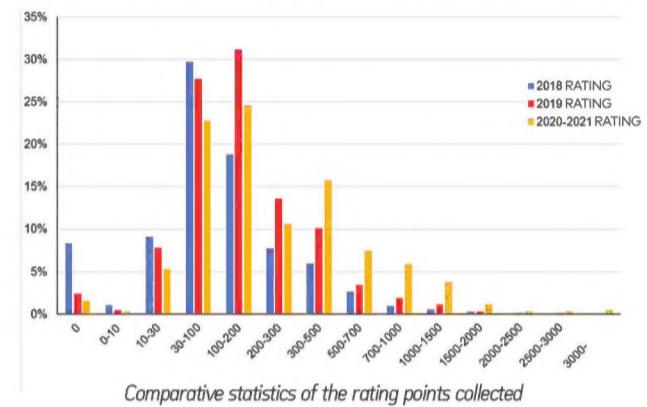
QUALITY ASSURANCE CULTURE

A university's quality assurance culture refers to organizational habits, norms, values and standards that affect the quality of the teaching and learning process. University management cannot directly control the culture of quality assurance, as it derives from the general experience of the academic-administrative staff. At the same time, a culture of participation in the survey is being formed among students at the university. At ASPU, a motivation survey is conducted among students of the first academic year by the organization of events and students and work department. More than 27,000 students participated in the survey of student satisfaction with teachers within the framework of the rating evaluation over 3 years.



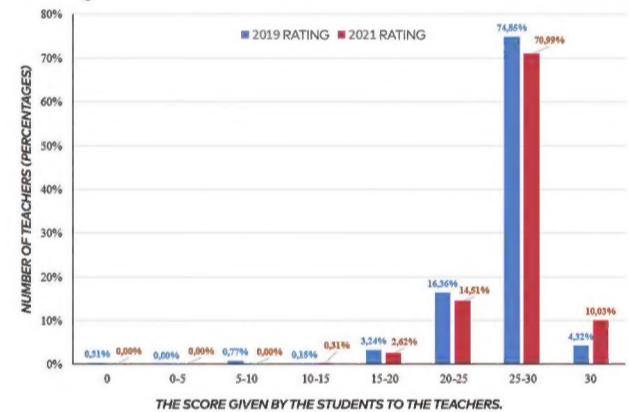
A competitive environment has been created in the university that constantly increases the quality of the academic-administrative staff's activities. A culture of mutual friendly relationship is being formed between professor-teachers and students. The most obvious example of this is the megasurvey conducted among students for 2 years. Thus, starting from 2021, the "Student Satisfaction" megasurvey consisting of 60 questions related to teaching, learning environment, equipment and expectations is held at ADPU every year from March 30 to April 19, starting from 2021. The results of the conducted surveys were analyzed and presented to the rector, and were widely discussed in the Scientific Council. 2,976 students participated in the survey in 2021, and 7,260 (8,964 including colleges and branches) in 2022. For 2 years, the results coincide with a difference of about 1-2%. According to the results of the mega-survey, 70% of students are satisfied with the teachers' knowledge of the subject and the teaching of the subject and that the subjects taught to them are suitable for the specialty, 75% say that the teachers' teaching skills and behavior with students are positive, 65% say that the university fully prepares them for the labor market, 70% were satisfied with the investigation of complaints and the support provided by the faculty, 90% were satisfied with the fact that they were not subjected to any ethnic, religious, sexual, cultural discrimination in the university, 60% were satisfied with the use of ICT and different methods in the classroom and their assessment during the lesson, 60% say they would happily recommend ASPU to others and choose ASPU for their next level of education. In order to attract applicants and improve work with graduates, university open days, projects that develop student-pupil relations, etc. is organized. A culture of monitoring and surveying and analysis has been formed at ADPU. The university has developed a culture of thinking where quality failures and shortcomings are openly discussed. As an example of this, the

results of the rating evaluation of professors and teachers at ASPU can be cited in the Scientific Council. Thus, in November of each year, the indicators of 72 criteria reflecting the teacher's scientific, pedagogical and social activities for the current year are collected electronically. Evaluation is carried out both by years and by rating years. At this time, the calculation for the rating year is calculated as the sum of 75% of the current year and 25% of the previous year. The obtained statistical data are presented to the members of the Scientific Council, including relevant structures, in a comparative manner. According to the comparison of the statistics on the changes in the scores of the professors and teachers for 2018 and 2019, the results of 72% of the professors and teachers have increased. In 2021, ASPU colleges and branches also participated in these studies and the results were processed. As can be seen from the diagram, from 2018 to 2021, certain progress and setbacks are observed on the relevant points in the rating evaluation. It should be noted that the assessment was not conducted in 2020 due to the pandemic, but the pandemic year was taken into account in the assessment in 2021. According to the diagram below, there is a decrease in the range of 10-100 points, increases in the statistics of points between 100-300 and more than 300.



Comparative statistics of the rating points collected by professors and teachers at ASPU

The statistical data based on the scores given by the students to the ASPU faculty are shown below. As can be seen from the picture, the scores in the rating assessment of 2021 have decreased, but the number of teachers who received a maximum of 30 points has increased. The observed declines can be explained by the fact that the academic staff of the branch and college joined the assessment for the first time in the assessment or that the students filled out the survey honestly.



As a result of the rating assessment, in 2018, 2019, 2021, respectively, 100, 156 and 160 teachers were awarded an additional AZN 100 monetary bonus for one year. It is recommended to discuss the results of teachers with results below 100 points in the departments.

In the university, the academic staff and students are informed about the plagiarism of scientific works.

The culture of analyzing the activity of structural units and discussing them in the Academic Council is also being formed in the university. An institutional evaluation of ASPU is currently underway. For the first time, in 2022, the Department of Quality Assurance at ASPU conducted an institutional assessment of faculties, branches and colleges based on a single system of 38 quality indicators. In the process, the percentage ratio of the number of admitted students by faculty, branch and college to the number in the admission plan was examined and 98-100% compliance was determined, the ratio of the number of students receiving a bachelor's degree in 2021 to the number of admitted students in 2017 was 71-75% defined. Also, the ratio of scientific seminars to the number of teachers in the institution is 91-95 percent. In addition, in the analysis process, it was determined that the ratio of the number of bachelors who passed the test stage of the teacher recruitment exam to the total graduating bachelors was 66-70%, and the ratio of the number of masters working in a private educational institution to the total graduating masters was 66-70%. Also, the ratio of the number of doctoral students to the number of teachers is at most 31-35%, and the ratio of the number of employed graduates to the total number of graduates is estimated at the most at 71-75%.

ADMISSION, EDUCATION, ASSESSMENT

In the process of institutional evaluation, the ratio of the number of annual publications in indexed journals (WOS, SCOPUS) to the total number of publications was examined by faculties and found to be 21-25%, and the ratio of the reference score of works published in WOS journals to the number of those works was at most 96-100%. The ratio of the number of works (articles, theses) published in international conferences to the total number of publications is at most 76-80%.



The number of students admitted to ASPU at the undergraduate and graduate levels in the 2016/2017 - 2022/2023 academic years including repeat higher education students and foreigners

OPTIMAL ADMISSION PLAN ACCORDING TO THE REQUIREMENTS OF THE LABOR MARKET

During the preparation of orders according to the requirements of the labor market according to the years of study and making offers, the employment statistics of the graduates of the last years are taken into account first. Graduates of pedagogical specialties mainly start working in the labor market in the following directions:

- Specialization-oriented labor activity by participating in the TRE exam
- Participation in competitions announced by various educational institutions
- Scientific and pedagogical activities for other levels of higher education (master's degree, doctorate).
- Activities in other organizations operating in the public and private sector

On the basis of the forecast data received by the relevant state bodies, the optimal student admission orders are determined for the pedagogical specialties that will be needed in the future (including the languages of instruction), as well as taking into account the employment opportunities in the country.

PARTICIPATION OF RECRUITERS IN THE FORMATION OF THE ADMISSION PLAN

As the main direction of ASPU's activity is the preparation of pedagogical personnel, the Ministry of Science and Education performs as an orderer. Every year, when the admission plan for the university is predicted, mutual discussions are held with the relevant structures of the Ministry of Science and Education.

COMPLIANCE OF EDUCATIONAL PROGRAMS WITH THE REQUIREMENTS OF THE LABOR MARKET AND SOCIETY

In 2018, under the guidance of an English language specialist assigned to ASPU within the framework of the Fulbright program funded by the USA State Department, the educational program, curriculum and syllabus for the specialty "Foreign language teaching (English)" with the participation of stakeholders, taking into account the needs of the labor market and foreign revised and approved by the Scientific Council for the purpose of improving the quality of language (English) teacher training. Taking into account the requirements of the labor market based on the expertise of the curricula applied in the university, the subjects of the block of elective subjects were replaced with new ones in the curricula of both undergraduate and master's levels and were discussed and approved by the university Scientific Council. At Azerbaijan State Pedagogical University, new curricula for all majors have been developed in 2020 with the participation of employers based on competencies that meet modern requirements and the needs of the labor market and taking into account student orientation.

At the same time, teaching is conducted in SABAH groups in the following specialties at the university.

Nö-si	Qualification code	Name of a profession
1	050101	Teaching Azerbaijani language and literature
2	050107	Primary school teaching
3	050112	Preschool education
4	050115	Mathematics and computer science teaching

"Organization and management of business (organization and management of education)" specialization at the master's level at the university in order to stimulate the creation and sustainability of new content and training infrastructure that will ensure the training of internationally competitive professional personnel in accordance with the requirements of the labor market and society, from the 2022/2023 academic year MBA program on the specialization "Marketing (Organization and management of educational marketing)", and from the 2021/2022 academic year, staff training for the SABAH master's project on the specialization "Organization and Methodology of Training and Education" performed.



ASPU and the George Washington University School of Higher Education and Human Development in accordance with the "State Program for Increasing the International Competitiveness of the Higher Education System in the Republic of Azerbaijan for 2019-2023" approved by Decree No. 711 of the President of the Republic of Azerbaijan dated November 16, 2018 According to the Declaration signed on June 25, 2019, a dual degree program was established. In the 2019/2020 academic year, the first admission of the program (25 masters) was carried out. Currently, the last (2023-2024 academic year) admission to the program is being carried out. In the 2021/2022 academic year, the first edition of the ASPU-CVU dual degree program took place.



ORGANIZATION OF EXPERIMENTS

Pedagogical experience at the undergraduate level is formalized within 14 weeks in accordance with normative and legal requirements, according to the valid curricula. In accordance with the specifics of the specialties, industrial experiences are organized in general education and pre-school educational institutions, private educational institutions, social service institutions, youth centers, and non-governmental organizations. Field experiences in the fields of geography teaching, history and geography teaching, chemistry and biology teaching, and biology teaching are organized in Absheron, Khizi and Shirvan National Parks, Khili Sturgeon Fishing Plant, Neftchala Iodine-Bron Plant and factories of the Industrial district, including the Neftchala Automobile Plant. Those studying at the master's level spend their pedagogical and scientific-research experiences in the relevant departments and structural divisions of the university.



INTERNSHIP

In order to improve the internship professor-teacher staff at the university, to increase the level of professionalism and the quality of work, to form and develop professional skills, to connect theoretical knowledge with experience, to acquire more modern professional skills and habits, to gain experience in the application of new technologies and innovations system, on various problems Regular trainings are conducted by the training center, Continuing education and innovations division, and trainings for the academic staff are organized by inviting specialists in various specialties within the framework of international cooperation.

ASSESSMENT IN RELATION TO PERSONS WITH DISABILITIES

Taking into account the form and degree of disability of persons with disabilities, mainly written and oral assessment methods are used in the teaching process and in the examination session.

EXAM SESSION

The level of mastery of subjects and quality indicators of students are determined during current, intermediate and state attestation. evaluation is done with a 100-point system.

Examinations are mainly conducted in written, oral and hybrid form (during the special quarantine period and, if necessary, remotely). Students can apply online and in person to the Appeals Commission to investigate and resolve complaints related to the exam results, and to the Examination Headquarters to investigate and resolve complaints that may arise during the examination process. In order to strengthen transparency and public trust in the examination process, a Public Council consisting of public representatives was established by the rector's order, and the examination process is also monitored by the Student Monitoring Group.



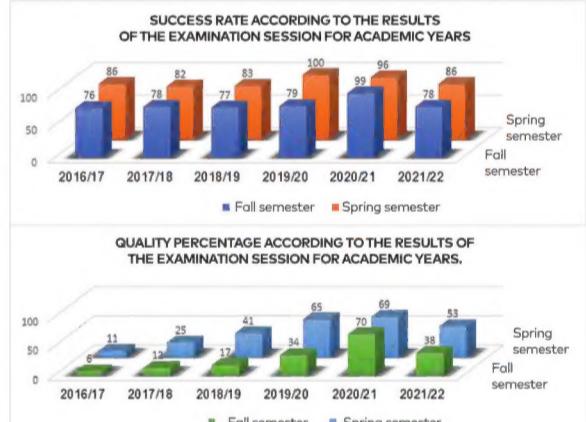
USING DIFFERENT FORMS OF ASSESSMENT

Depending on the specifics of specializations, different evaluation methods are used. In the lessons mainly written assignment, test, computer-based test, oral presentation, survey, open discussion, report on project work, portfolio assessment, frontal inquiry, group assessment and self-assessment methods are used.

The results of satisfaction surveys related to the training process are discussed at department and faculty meetings.

IMPROVING THE ASSESSMENT OF KNOWLEDGE AND SKILLS AND THE LEARNING ENVIRONMENT

At the end of the examination session of each semester, the knowledge and skills assessment system is regularly analyzed and discussed in the scientific councils of the university and faculty, and decisions are made on the monitoring and improvement of the processes.



Monitoring is carried out in order to monitor the effectiveness of the norms applied in relation to the educational process. In lectures and seminars, smart boards, computers and projectors are used to realize the learning outcomes obtained with the help of assignments, independent work, research, video and audio lectures. Depending on the circumstances, teaching is planned in different ways. The efficiency level of the applied methods is regularly evaluated, the use of different methods in different groups and subjects is encouraged. Independence in students, develops cooperation between teachers and students, and encourages active participation of students in the construction of the educational process. Student-centered learning helps students develop their competencies. Such an organization of education ensures future personnel training distinguished by competence, competitiveness, activity, civic responsibility in the labor market.

The main goal of modern education is not to fill the minds of students with ready-made knowledge, but to provide future teachers with continuous self-management and self-expression, the ability to analyze analytically, the ability to think freely and make decisions, to create connections between given facts, events and processes, and to apply the acquired theoretical knowledge and skills in future professional activities. to develop. In the training process, the general learning level of the group and the individual characteristics of the students are taken into account. Sending materials to students before the lecture has a positive effect on learning, interactivity is ensured. The quality and efficiency of teaching methods is determined by the level of learning outcomes. Depending on the result, it is found out whether the applied method is suitable, appropriate preventive measures are taken, and a more innovative method is chosen.

UPDATED INFRASTRUCTURE

INFRASTRUCTURE



ASPU includes the Department of Economics, the Department of Supply and Procurement and the HSE Department within the Administrative Department. The Department performs housekeeping services in the buildings of ASPU ("Sabail", "Ganjlik", "Nasim", "Tabriz"), ensures that the elevators, lighting system, ventilation (in laboratories) are in good condition, and the necessary conditions are created for the efficient work of employees.

The material-technical and educational base of ASPU includes teaching laboratories, workshops, sports and assembly halls, medical room, canteen, furniture and equipment for students and teachers, information and communication technologies, audio-visual equipment, educational and visual aids, technical aids of training, includes a textbook and scientific-artistic literature fund and a teaching-practice area. The administrative department controls the sanitary-hygienic situation in ASPU's auditoriums, dormitories and canteens.

Necessary conditions have been created in the laboratories of the university for students to carry out their laboratory work. There are 24 educational laboratories in the Faculty of Chemistry and Biology and 22 in the Faculty of Physics. Due to the lack of funds, the repair works have not been completed in the manufacturing experience base of ASPU located in Chukhuryurd village of Shamakhi region.



LEARNING AND TEACHING RESOURCES

At ASPU, work on different platforms for building a Learning Management System (LMS) is ongoing and the university's capacity to build an LMS is being strengthened. To this can be added the ATIS system of the Ministry of Science and Education, the Student and Graduate Information System of the Ministry of Education and Culture, including Microsoft 365, Moodle, etc.

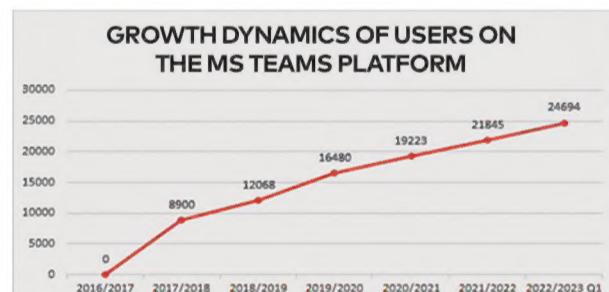
ASPU widely uses Microsoft Office programs in its daily work life. One of the most important advantages of Microsoft 365 is that administrative and academic staff can have massive cloud storage, security measures, as well as all Office applications with a single user account. Users can be more organized with calendar organization, reminders, and to-do lists. In addition, they get all updates to Office programs for free and have instant access to improvements made to applications. Through this account, university students can access electronic library, Moodle learning platform, etc. access services.

The Moodle TIS (Learning Management System) platform is being implemented in order to organize distance education and further improve the form of face-to-face education (e-learning.adpu.edu.az/).

In ASPU, electronic boards are used in order to carry out the modern training process. The university is working on providing all auditoriums with electronic boards in a short period of time.

"MS Teams" is used as a wide content database in addition to providing a unified environment that allows information sharing. So, today, the lectures recorded through "Microsoft Stream" are stored in the cloud memory, and it is possible to watch those lessons again in a certain time. The platform allows online class participants to meet in a single virtual space, team building, regardless of their location.

The platform is considered suitable for making changes to the national education system.



In the process of organizing education, electronic teaching resources are used more often. In order to integrate the database of electronic educational resources (e-Learning) developed by teachers into the educational process, substantial work is being done to improve the ICT resources of the classrooms.

COMPREHENSIVE INTERNET NETWORKS, COMPUTER LABORATORIES

The university has a total of 600 computers with Internet access, including academic, administrative and teaching rooms, of which more than 200 are in the auditoriums and laboratories. There are 10 computer laboratories with 120 computers connected to the Internet in order to improve students' ICT skills and to develop their skills to apply them in training. Internet speed is 300 mbit/s. A STEAM Center consisting of 3 educational laboratories equipped

with computers was established at ADPU. It should be noted that STEAM is taught as an independent subject in Physics teaching, Technology teaching, Chemistry teaching, Chemistry and biology teaching, Biology teaching, Mathematics teaching, Mathematics and informatics teaching and Informatics teaching specialties.

THE RATIO OF THE AUDIENCE FUND TO THE NUMBER OF STUDENTS

There are 87 lectures, 131 classes, and 50 teaching laboratories in five educational buildings of ADPU, totaling 268 auditoriums. Auditoriums are in the form of 55-75 people (lecture auditoriums), 25-30 people (exercise auditoriums), 13-15 people (laboratory rooms) depending on the educational direction. 1.2 sqm per student. useful area falls.

SERVICE POSSIBILITIES OF THE LIBRARY

The Library-Information Center has a library, six service departments and an electronic library in five educational buildings at the university. The library organizes subscription services for exact and humanitarian sciences, according to the type of literature. Four of the five educational buildings have a specialized service department, a reading room and an information-bibliography service. An electronic library operates on the basis of the Automated Library Information System (ABIS) in the main educational building. (e-library.adpu.edu.az/).



The general fund of the University Library-Information Center consists of 746 thousand 221 copies of literature. 670 thousand 640 of them are books. ASPU library is the second largest university library of our country. At the same time, about 1,000 copies of rare and valuable books and manuscripts are preserved in the library fund. The electronic library service built according to the most modern standards is available to students at ASPU. Currently, there are 81 thousand 746 copies of books in 12 thousand 818 titles in the e-catalogue of the Library-Information Center.

Last year, 9,646 readers used the library. During the year, 22,146 copies of books and 416 copies of periodical scientific publications were given to readers. During this period, 10,770 people benefited from the electronic library. 7 thousand 382 requests received in the library were answered accordingly. Constant renewal of the library stock is also in focus. Last year, 3472 copies of new books with 829 names, 18 doctor of science and doctor of philosophy dissertations, 108 abstracts, 621 programs, 63 copies of periodicals and magazines with 22 names entered the library.

In addition to serving the readers, the library pays special attention to the organization and promotion of cultural and mass events, popularization of book reading.

BOOK FUND ACCORDING TO TEACHING LANGUAGES

There are 19,257 copies of textbooks in the Azerbaijani language, 1,350 copies in Russian, 3,348 copies in English, 221 copies in Turkish, and 227 copies in other languages in the general fund of the Library-Information Center. Staff training in Russian and English departments has led to an increase in teaching materials in foreign languages. The university cooperates with "Thomson Reuters" and "Clarivate Analytics" companies in order to get acquainted with the world's most influential scientific journals and conference materials in the field of education and scientific research.



LEARNING RESOURCES FOR PEOPLE WITH DISABILITIES

Work is underway to acquire educational resources adapted for persons with disabilities. It should be noted that personnel training is carried out in accordance with the "Corrective training" educational program at the university. The specialty is equipped with a specially designed curriculum and programs. Subjects related to defectology, deaf pedagogy, oligophrenopedagogy, typhlopädagogy, deaf psychology and speech therapy are included in the curriculum. These subjects are taught by professional teachers. Inclusive education and personalized learning are included in the program of all majors of the bachelor's level. The Center for Inclusive Education funded by the Regional Development Public Union operates in the Ganjlik educational building of the university.

STUDENT LIFE

Effective organization of students' free time at ASPU, conducting educational work among students, increasing interest in education, ensuring students' rights, ensuring the participation of talented and creative students in competitions, Olympiads, exhibitions, festivals held inside and outside the Republic, expanding the volunteering activities of students within the university student organizations such as Student Youth Organization (SYO), Student Trade Union Committee (STU), Education Volunteer Student Union ASPU Volunteer Organization (ASPU VO), Meh Literary Association (MLA), ASPU Turkish Student Management Council (TSMC) and sports clubs operate. Rooms equipped with all the necessary equipment have been allocated for the activities of these institutions in the university. Student clubs operate both under student organizations and independently at the university. History, Foreign languages, Psychology, Books, Patriotism, Cinema, Sports and health, ART, Science and education, Projects clubs, as well as "Buta" instrumental ensemble Young writers, Young intellects, History, Golden hands, Fun and logic, Bio clubs; Music, Painting, Recitation, Intellect, Media, Language circles, Book, Conversation, Patriotism, Cinema, Sports, Science and Education, Culture, Intellectual Games clubs; Poets, reciters, music, painting and manual skills, motivation, and poets sections operate under the Meh literary association.

The university provides the necessary administrative and organizational support for these clubs' various social projects, cultural and mass events, as well as sports competitions, and their participation in competitions is ensured. Assembly halls, training rooms, various clothing, musical instruments and equipment, stadiums for sports activities, clothing, dressing rooms, and various sports facilities are available for the preparation and implementation of cultural and mass events of student clubs. The university has plans to support student clubs, resources (administrative and budgetary resources) for students' social, cultural and sports activities. At the same time, comprehensive methodical and practical support is given to the students' participation in the grant competitions held in the country by organizations and individuals, and to the organization and management of the projects they win. In general, the Department of Events and Work with Students operates for the purpose of support, protection of rights and coordination of students' social life.

PSYCHOLOGICAL COUNSELING SERVICES

Psychological counseling services have been organized in the four educational buildings of the university in order to study the psychological condition, educational activities, social and moral problems of the students and to provide them with psychological support, to realize their progressive mental development, inclination, interest and potential, as well as to ensure the prevention of possible mental disorders. Psychological counselors operate according to the work schedule. Psychological counselors work on increasing the academic achievements of students, forming a positive behavior model, supporting their spiritual and psychological health, creating a safe and healthy environment at the university, and regulating their interpersonal relationships.

REGULAR FEEDBACK SURVEYS WITH STUDENTS AND ALUMNI

In the last 7 years, more than forty questionnaires were conducted among students and graduates at the University. Surveys are conducted mainly in oral, questionnaire and online (Google Form) format, with the expectation of anonymity and confidentiality of the respondents. The purpose of conducting surveys is the learning environment, course structure, content, and organization of teaching staff and extracurricular activities. The aim is to support the development of students and learn their opinions.

Student surveys:

- Evaluation of the general activity of the University;
- Subject satisfaction surveys.

Alumni Surveys:

- Satisfaction with career services;
- Satisfaction with the skills gained during the education period;
- Compatibility of the acquired professional competencies with the requirements of the labor market;
- Compatibility of the acquired general competencies with the requirements of the labor market.

In general, the surveys are student and graduate satisfaction (80-89%) and the results of the surveys are discussed in the university EC, faculty EC, department meetings. Surveys enable students to participate in the management of the educational process and improve the quality of the educational process.

Student opinions are systematically collected, analyzed, grouped by relevant fields, and discussed in the university and faculty EC.



According to the objectivity of the opinions, appropriate measures are taken in the areas of direction. Effective organization of the educational process, lowering of canteen service prices, purchase of new textbooks and teaching aids for the library, etc. can be an example of this.

VARIOUS OPPORTUNITIES FOR COMPLAINTS OR SUGGESTIONS FROM LEARNERS

Conditions have been created for ASPU students to express their complaints and suggestions freely. Depending on the nature of the applications received from the students, they are promptly answered. Students express their complaints and suggestions by directly addressing the email of the university's management team, faculty and relevant structural units, through student organizations, through the university's official social media accounts, through the applications and complaints box, and by writing to the reception of the rectors and vice-rectors. Every complaint and proposal of the students is analyzed, the appeals are promptly directed to the appropriate structural department, the appeal is answered by establishing contact with the student.

INTEGRATION OF PEOPLE WITH DISABILITIES INTO SOCIETY

In accordance with the relevant legislation, the criteria for the integration of people with disabilities into society at ASPU are taken into account in the educational process. The right to education of persons with disabilities is ensured at the same level as other persons at all levels of education, and a favorable environment is created in the educational process for their education. The capabilities of the electronic system are used when necessary during the teaching process and during the exam session.

ACCESS TO EDUCATIONAL SERVICES OF STUDENTS BELONGING TO THE SOCIALLY VULNERABLE GROUP

In accordance with the country's legislation and ASPU Charter, students who are members of the family of martyrs studying on a paid basis are exempted from paying tuition fees during the normative education period, and their tuition fees are paid at the expense of ASPU. In addition, ASPU students who took part in the Patriotic War were exempted from subgroup fees based on the relevant decision of the Council of ASPU. Also, daily food expenses, transportation expenses, internet package expenses in special quarantine mode of some students belonging to the socially vulnerable group are covered by STU, and they are given priority in accommodation when using the dormitory service. STU assigns one-time assistance and scholarships to students from this category. Student organizations and tutors regularly communicate with these students, and their problems are solved.

Azerbaijan Youth Fund, Educational Student Loan Fund, and Student Education Loan Fund also play a special role in ensuring the access of ASPU students to educational services, especially in covering educational expenses.

WIDE RANGE OF SCHOLARSHIP OPPORTUNITIES

Scholarships are assigned to full-time students, regardless of whether they study on a state order, state expense and paid basis, based on their overall average success rate (GPA).

In addition, according to the relevant Decree of the President of the Republic of Azerbaijan, in order to increase the state care for the training of highly qualified, professional personnel in the country and to create additional opportunities for students who achieve high results in education to receive scholarships, the number of scholarship places funded by the state on the basis of success indicators in higher education institutions will increase from the 2019/2020 academic year. started to be increased from The number of scholarship places is determined by the number of students studying by state order in specialties and specializations for academic years and the total amount of additional scholarship places determined by the governing bodies each semester. After the exam session, the list of scholarship recipients based on the students' GPA for that semester (those with the highest results) is determined in the faculties, announced to the students and shared on the faculty notice board.

In addition, according to the order of the Minister of Education, since 2017, targeted scholarships have been assigned to students of SABAH groups. Since 2014, those who have scored more than 500 points in the entrance exams and have entered the teaching qualification in the first or second place in the selection of specializations, have the right to receive the monthly "Teacher Scholarship of the Future" in the amount of 100 manats from the Ministry of Science and Education.

ALL SCHOLARSHIP PLACES AVAILABLE AT ASPU

Scholarship status	2016/17		2017/18		2018/19		2019/20		2020/21		2021/22		2022/23	
	Autumn	Spring												
Number of state scholarships	4542	3533	5146	4307	5995	4960	6343	5774	6996	5270	7313	6394	6398	7008
Number of additional scholarship places	-	-	-	-	1021	-	899	-	1100	-	720	-	294	-
Number of "Teacher of the Future" scholarships	-	-	15	53	87	80	87	119	119	96	96	137	137	142
Number of named scholarships	-	-	10	10	10	10	10	10	10	10	10	10	11	13
Number of named scholarships	5	5	5	5	5	5	5	5	5	5	5	5	5	5

NAMED SCHOLARSHIPS

According to the relevant decisions of the scientific committee of ASPU, scholarships are awarded to students with high GPA during the examination sessions.

HEYDAR ALIYEV
(250 AZN)



THE UNIVERSITY IS AWARDED TO THE FORMER



FIRUDIN BEY KOCHERLI
(225 AZN)



NIZAMI GANCAVI
(204 AZN)



A. A. BAKIKHANOV
(204 AZN)



G. R. MIRZAZADEH
(204 AZN)



UZEYIR HAJIBEYOV
(204 AZN)



ABDULLA SHAIK
(204 AZN)



HASAN ABDULLAYEV
(204 AZN)



ZAHID KHALILOV
(204 AZN)



YUSIF MAMMADALIYEV
(204 AZN)



MEHDI MEHDIZADEH
(204 AZN)



K.R. ULUTURK
(204 AZN)



BAKHTIYAR VAHABZADEH
(204 AZN)

CAREER SERVICE AND CONTINUOUS ALUMNI CONTACT SYSTEM

The Graduate Coordination and Career Department at ASPU provides comprehensive organizational, technical, informational, consulting services for the intellectual and cultural development of students, raising the level of professional training, solving their employment problems, and closely participates in their preparation for the labor market. The university acts as a bridge between education and the labor market.

CAREER COUNSELING SERVICES

Taking into account the educational needs of ASPU students, career counseling and services are provided in three directions:

- Actions taken in the field of development of language skills of students admitted to the first academic year
- Measures taken to prepare for the recruitment of teachers
- Job security based on the vacancies received by the university from public and private educational institutions

Career-oriented trainings and round tables are organized for students with the participation of local and foreign education experts.



MONITORING THE PARTICIPATION OF GRADUATES IN THE LABOR MARKET

The graduate coordination and career department at the university regularly monitors the activities and career advancement of graduates in the labor market. A database was created for this purpose. From time to time, meetings with graduates are organized at the university, their recommendations and suggestions are listened to and taken into account.

MEASURING GRADUATE SATISFACTION

For this purpose, surveys are conducted in visual and online form. Basically, surveys are conducted with graduates and employers, the answers are analyzed, the satisfaction of the graduates with the competencies acquired within the educational program and the quality level of the educational program is determined and directed to the relevant faculties and departments. On the basis of this, relevant works are planned and monitoring is carried out.

HUMAN RESOURCES MANAGEMENT

Thanks to the rationalization and optimization carried out at ADPU in the last 7 years, 11 faculties of the university were reduced to 8 faculties, and 45 departments were reduced to 34 departments. Currently, there are 1643 staff in the new structure of ADPU. 115 of them are administrative management, 599 are teaching assistants, 675 are professors and teachers.



A Competition Commission was established to optimize the management structure and ensure objectivity and transparency in human resources management at ADPU.

In order to rejuvenate the personnel at the university, measures are being taken to recruit master's, doctoral students, doctoral students and at the same time professional young people who have studied abroad.

Thanks to such employees that actions aimed at improving the professional capacity of ADPU's personnel contingent, improving the management system, raising the quality of teaching, modernizing it, and the comprehensive development of the university as a whole are continued. In order to establish a motivational system for the professors and teachers of the university in accordance with the requirements of the modern era, a rating evaluation system was created, a rating evaluation was conducted every year, and it was decided to add 100 manats to the monthly salary of at least 100 ADPU teachers with the best results.

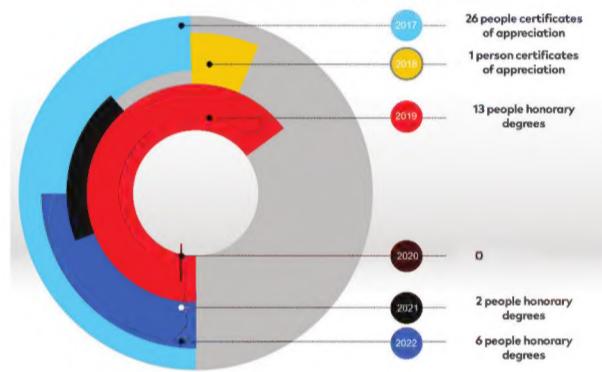
Also, the university has implemented many projects in order to improve the skills of ADPU teachers, and this work is still ongoing. Thus, from the beginning of 2018, English language teachers engaged in teaching activities at the Azerbaijan State Pedagogical University and its Sheki branch, according to the agreement with the Azerbaijan Teacher Development Center, will first pass the English language level determination test, and then B2 or B1 levels according to the test results 40 ADPU teachers with high scores and 20 teachers from the Sheki branch were provided with Module 1 training and final exams on the Cambridge Teacher Knowledge Test (TKT). 55 teachers of the Foreign Language Center were awarded with a new TKT certificate at different levels after collecting good results.

Since 2017, 166 graduates of ADPU have been employed at the university. 5 people who are family members of martyrs and veterans of the Patriotic War are provided with jobs and surrounded by constant care. In order to increase the financial and moral motivation of the employees in the university, honorary degrees and monetary awards are given.

THE NUMBER OF EMPLOYEES RECEIVING MONETARY REWARDS FOR 2017-2022



THE NUMBER OF EMPLOYEES WHO RECEIVED HONORARY DEGREES AND CERTIFICATES OF APPRECIATION FOR 2017-2022



TRANSPARENT RECRUITMENT PROCEDURE

The conclusion and termination of employment contracts with academic and administrative staff at ADPU is carried out in accordance with the current legislation and the Charter of ADPU.

The commission operates in order to ensure the potential of highly qualified personnel, attract qualified specialists, as well as to ensure transparency and objectivity in the organization and holding of competitions for vacant positions at ADPU. The Commission further improves management at ADPU, applies advanced practice in the field of teaching organization and improves the quality of the teaching process, improves the management of human resources in all structural units, ensures the potential of highly qualified personnel, as well as the optimization of the management structure of the university, and the existing and future qualified specialists conduct competitions for recruitment, including vacant positions. In competitions held for vacant positions, equal conditions are provided for the participation of all candidates, suitability for positions is evaluated and elections are organized. The number of academic staff is formed based on the total teaching load for the purpose of effective implementation of educational programs by educational levels. The approach applied is transparent and publicly accessible. Relevant announcements about the positions of faculty dean, head of department, professor, associate professor, head teacher and teacher are published in periodical media and on the official website of the university, and the results of the elections are announced to the public.

SYSTEMATIC TRAININGS FOR ACADEMIC STAFF

The total share of those involved in the events (seminar, training, etc.) held in order to increase the technological competence of the academic staff varies between 30% and 40%. This is due to the increasing demand for ICT skills in recent years.

The share of the academic staff involved in measures to increase pedagogical competences in the total academic staff varies between 15-19%. In these trainings and seminars, topical issues such as competency development, inclusive education approach, effective management, and leadership in education are discussed. In the last two years, the university has organized more than 20 trainings to improve pedagogical skills.

In order to support the strengthening of the higher education system in Azerbaijan, within the framework of the TWINNING project, from 2016 to 2020, education experts from Finland, France, Estonia, Latvia, and Lithuania regularly hold "Student-oriented approach in higher education", "Master training on innovative training and teaching methods" for the teaching staff of the university, "Master training on innovative training and assessment methods", "Consideration of labor

market information in educational programs for specific specialties selected from the group of educational specialties" were organized. In general, specialists from Austria, Denmark, Ukraine, Belarus, China, Germany and America participated in international level trainings organized for university teachers in recent years. In general, the share of the academic staff involved in professional development courses, trainings or other courses in the total academic staff was increased to 35% in the 2021-2022 academic year.

INTERNATIONAL PROFESSIONAL DEVELOPMENT PROGRAMS

Academic staff also participate in international exchange programs. These are one or two-week Erasmus+, DAAD (Higher Education Dialogue with the Muslim World), language courses, experience and professional development programs.

FINANCIAL MANAGEMENT

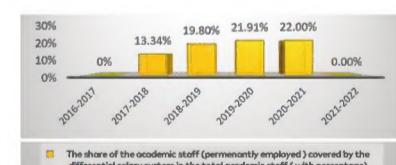
The basis of the financing of ADPU is formed by state budget funds, income from paid education and extra-budgetary income. Funds allocated from the state budget for students receiving state-ordered education include wages, state social deductions, and student scholarships. Other incomes, that is, non-budgetary incomes, include paid education, payments from trainings, anti-plagiarism service payments, income from loans, rent from ADPU's canteen, and funds from dormitory service. The minimum salary of employees of ADPU is regulated by the legislation of the Republic of Azerbaijan. Funds obtained from extra-budgetary sources are directed only to the development of education, the development of the material and technical base of the enterprise, and the social protection of students and educators.

As a result of the diagram, it can be noted that special attention is paid to the rational use of financial resources of the university. About 15-20 percent of the income is transferred to the next year, which allows to maintain the financial stability of the university during certain periods (pandemic and shutdown).

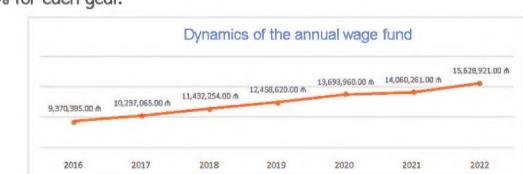
According to ADPU's strategy for increasing income, in addition to paid tuition fees, the possibility of increasing income from training courses and other services (plagiarism, dormitory, canteen, printing house, etc.) is one of the important issues ahead.

DIFFERENTIAL WAGES

In accordance with the Strategic Development Plan, in order to improve the financial motivation of employees at ADPU, in order to create a system of differentiated competitive salaries and various incentive packages based on competence and results, according to the rules related to the Rating Evaluation of the annual performance of employees and professors, salary supplements, financial assistance and bonuses it is possible to provide. When talking about the share of the academic (permanent) staff covered by the differential salary system in the total academic staff, we must first say that the rating assessment has been carried out at ADPU since 2017, and the indicators have been increasing every year since that year. For 2020-2021, it is 22%.



In 2022 and 2023, the salaries of ADPU employees have been increased by 10% for each year.



SCIENTIFIC RESEARCH STRATEGY

The planning and realization of scientific research work at ADPU is based on the "Azerbaijan 2020: Vision of the Future" Development Concept, "Azerbaijan 2030: National Priorities on Socio-Economic Development" and "Science of the Republic of Azerbaijan" approved by the relevant decrees of the President of the Republic of Azerbaijan. It is carried out in accordance with the Law.

7 periodical scientific journals are published at the university (only 2 periodical scientific journals were published until 2016), international and national conferences, congresses, symposiums are regularly held. In recent years, new departments and a Scientific Research Center have been established, personnel training for new specializations at the master's level has been started, international cooperation in the field of science and education has been expanded, the Council of Young Scientists and Researchers, the Science Commission have started to operate, and the library has been reconstructed in accordance with modern scientific and technical requirements.

Attention has been paid to the improvement of international rating indicators related to scientific publications. In 2016-2018, ADPU was awarded the "Most Progressive University" award of the "Web of Science" scientific database for its achievements in the field of science.



Personal profiles of professors and teachers working at the university were created in the Google Scholar database and ORCID identification numbers were obtained, educational trainings were held for professors and teachers.

Dynamics of citation and H index of scientific articles of academic staff.

	Mathematics	Physics	Philology	Chemistry and biology	Primary education	History and geography	Preschool education
I10 index	45	31	1	10	0	6	0
H index total	65	41	7	23	5	21	5
Total reference indicators by faculties	1376	874	69	392	6	309	14
The number of faculties with H index	17	9	5	9	3	9	5

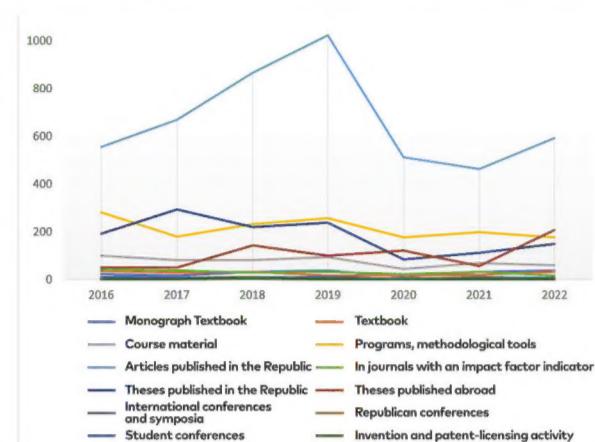
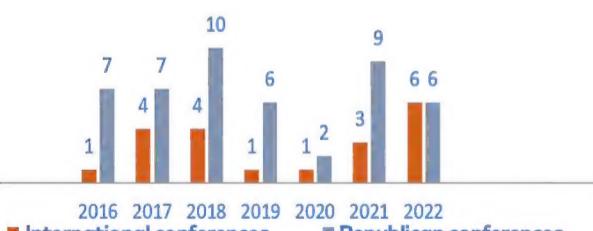
ADPU has 8 faculties, 34 departments, Master's and doctoral departments, Scientific-organizational department, Scientific-Research Center (ETM), Library Information Center, Publishing Department, Dissertation Councils, Student Scientific Society, Council of Young Scientists and Researchers operate.

In 2016-2022, scientific-research works on 100 problems on 500 topics were carried out at ADPU, and more than 50 of the most important works of applied and innovative nature gained the right to practical application in the educational process.

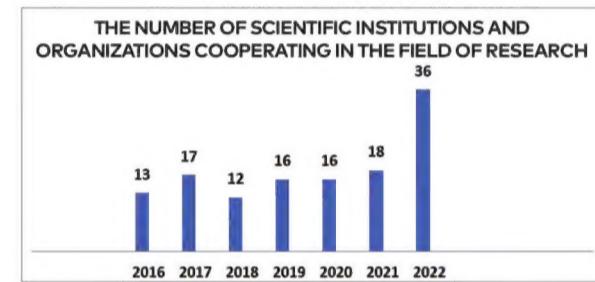
Only in 2022, 852 scientific articles, 38 monographs, 33 textbooks, 59 teaching aids, 177 programs and methodical aids, etc. will be published in foreign periodicals, including 442 (with 17 impact factor indicators), was published. 209 employees took part in international and 150 national scientific conferences. 14 people have defended their doctorate of philosophy and 4 people have defended their doctoral theses, 3 people have received the scientific titles of professor and 15 docents. In 2016-2022, 194 monographs, 180 textbooks, 534 teaching aids, 1485 programs and methodical aids, 4685 scientific articles (213 in journals with impact factor) were published by professors and teaching staff and scientific workers of ADPU in 2016-2022. In 2016-2022, 2966 scientific-research works were conducted and 318 scientific-research works were completed on 541 problems in 34 departments and ETM of ADPU.

In 2016-2022, the university employees made 1293 reports at the conferences held in the republic. In the last 7 years, ADPU has held 20 international, 47 national, and about 100 intra-university scientific and scientific-practical conferences on various topics, and 12 patents have been obtained.

International and national scientific-practical conferences



Scientific organizations and institutes of ANAS, scientific research institutes of the Ministry of Science and Education, University of Latvia, Institute of Mechanics of MEA of Ukraine, with the aim of applying innovations and innovations in various scientific fields to teaching, attracting leading specialists in relevant specialties and conducting joint scientific research. University of Educational Management of Ukraine, Glazov State Pedagogical Institute (Russia), Bartin University, Kayseri University, Bolu Abant Izzet Baysal University, TED University, Yozgat Bozok University, Gazi University, Hacettepe University, EYUDER, Ankara University, Başkent University, Burdur Mehmet Akif Ersoy The University cooperates with the Institute of Economic Development and Social Research, Yıldız Technical University, Ege University (Turkey) and many international organizations.



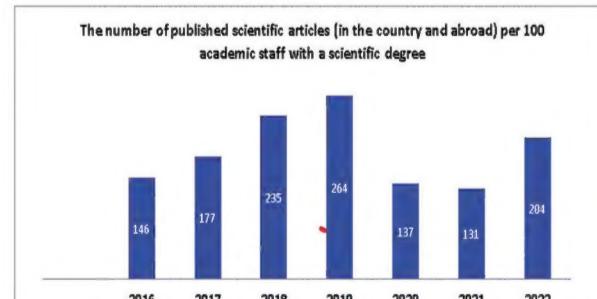
SCIENTIFIC RESEARCH ACTIVITY

In 2019, a Scientific-Research Center was established on the basis of 7 Scientific-Research Laboratories (SRL) that operated at ADPU in 2016-2019. SRL employees conducted trainings in 2016-2019, published textbooks, programs, articles and theses, participated in national and international conferences and trainings, and were awarded diplomas and certificates.

In 2021, conducting a study on improving the quality of teaching staff training at ADPU was a priority direction in the Center's activities. For this purpose, the project of ADPU called "Conducting methodical research on education with new content based on the application of modern learning technologies, giving and implementing proposals on the results" was implemented with the support of the Ministry of Science and Education. In order to study international experience and local experience within the framework of the project, the current situation of teaching in Turkish universities (in Hacettepe University and Istanbul University for history and geography subjects - online) and in the Faculty of History and Geography at ADPU was analyzed, the results of the needs were determined, for the teaching staff scientific-methodological seminars and trainings were held.

In 2021 and 2022, the III and V international symposia "Innovative Technologies in Science and Education" were held in Baku under the coordination of the Center and the Institute of Economic Development and Social Research (IEDSR) of Turkey.

In 2022, 5 books, 204 scientific, scientific-publicistic articles and 10 theses were published in Azerbaijan, Turkey, Spain, Italy, USA, Colombia, Kazakhstan and Uzbekistan on the research conducted by the employees of the Center. Also, the employees of the center participated in 77 international and 19 national scientific conferences (96 in total) in those countries.



PERIODICAL-SCIENTIFIC PUBLICATIONS OF ASPU

6 periodical scientific journals published at ADPU are included in the list of periodical scientific publications (in various fields of science) recommended for publication of articles in the Republic of Azerbaijan. Also, the articles reflecting the results of current scientific research works of undergraduates studying in higher education institutions and scientific research institutes operating in Azerbaijan and abroad in the fields of physical, mathematical and technical sciences, natural sciences, humanities and social sciences, pedagogical and psychological sciences are published in the "Magistrant" periodical-scientific journal. Scientific periodicals are state registered in the Ministry of Justice of the Republic of Azerbaijan. Articles submitted to journals are recommended for publication by the decision of the editorial board based on the confidential opinion of experts (if positive). Writing rules in Azerbaijani and English languages are provided for the compilation of articles in periodical-scientific journals. Electronic versions of journals are posted on the university website (<https://adpu.edu.az/index.php/az/science/elmi-jurnallar>).



SCIENTIFIC-RESEARCH WORKS PERFORMED ON THE BASIS OF GRANTS

In the last 7 years, a total of 4 international and up to 20 intra-republican grant projects were implemented.

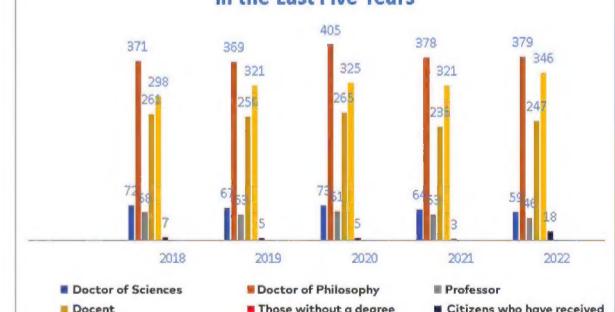
FUNDING FROM THE SCIENCE DEVELOPMENT FUND

With the financial support of the Foundation for the Development of Science under the President of the Republic of Azerbaijan, scientific research works were carried out on 8 grant projects in 2016-2022.

In order to create personal profiles of professors and teachers working at the university in the Google Scholar database, creating personal profiles of professors and teachers in the Google Scholar, Academia databases, in the international system for the identification of authors of scientific articles, existing open academic articles of employees previously published but not on the Internet continuous work on placement in systems is carried out. It should be noted that the number of citations to the scientific articles of only 62 professors and teachers of ADPU in the Google Scholar database (for the last 7 years) is only 3045. 17 of them are professor-teachers with H-index above 5. Citations to the articles of 23 people have the I10 index (the I10 index is equal to the number of the author's articles that have received at least 10 references).



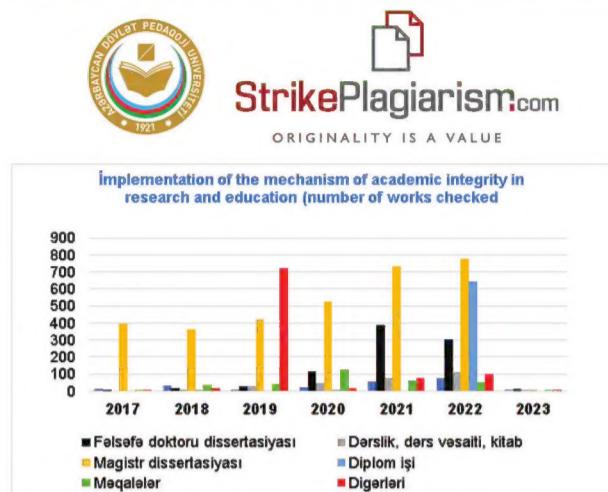
Dynamics of Development of Scientific Potential in the Last Five Years



ANTI-PLAGIARISM POLICY AND TRANSPARENCY IN RESEARCH ACTIVITY AND EDUCATION

Based on the agreement signed between the University and Plagiat.PL LLC in February 2017, all master's and doctoral theses, the scientific research works of ADPU faculty members, as well as specialists of other educational and scientific research institutions, are checked by the anti-plagiarism program.

The branch of Plagiat.PL LLC in the Republic of Azerbaijan is based on the experience of Polish and German partner universities and contributes to improving the quality of education in 20 countries of the world, as well as in Azerbaijan, increasing the level of academic honesty in scientific work, reducing plagiarism, and increasing the responsibility of teachers and students for plagiarism. Scientific works are checked in the StrikePlagiarism.com anti-plagiarism system of the international company Plagiat.PL LLC, which fights against academic plagiarism. The international company is a leader in Azerbaijan, the European Union and the CIS countries, and more than 700 universities around the world use the services of this company.



Thus, during the years 2017-2023, a total of 6468 works, including 200 Doctor of Science dissertations, 865 Doctor of Philosophy dissertations, 273 books, textbooks and teaching aids, 3216 Master's theses, 653 final theses, 321 articles and 940 scientific works with different names, were checked.

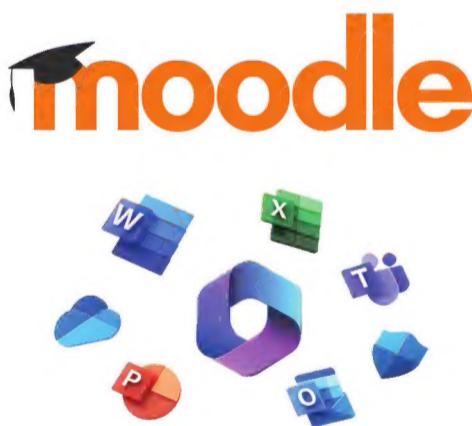
INFORMATION MANAGEMENT SYSTEM

As ASPU, work continues on different platforms for the creation of an information management system, and the university's capacity to build a LMS (Learning Management System (LMS)) is strengthened. This includes the Higher Education Development Policy of the Ministry of Science and Education, the Student and Graduate Information System of the State Examination Center, including Microsoft 365, Moodle, etc. can be added. ASPU widely uses Microsoft Office programs in its daily work life. Although Microsoft Word is often used for text and official texts, Excel is also our greatest helper for spreadsheets and calculations. We also get great support from Power Point software for effective presentations in the teaching process. Apart from these, the use of Microsoft programs with many other applications makes the learning process much easier. Many programs can be used to create blog posts, create animated presentations, or create a website. Formerly known as Office 365, Microsoft bundles all of its programs under one package, while offering easier access and management through a single account. With its decision in 2020, it collects all these programs under the name Microsoft 365 and continues to provide the same capabilities.

One of the most important advantages of ASPU Microsoft 365 is that administrative and academic staff can have cloud storage and security measures, as well as Office applications with a single user account. Users also get more organized with calendar organization, reminders, and to-do lists. Users can get all updates to Office applications for free and get instant improvements to your applications.

They create Microsoft 365 accounts for every administrative and academic staff of the university, including students. Through this account, university students can use various online services. So, electronic library portal, Moodle educational platform, etc. services are only available through Microsoft 365 accounts.

ELECTRONIC CLASSROOMS FOR EACH TEACHER THROUGH MOODLE



In order to organize distance education and further improve the form of face-to-face learning, the Moodle TIC platform is used in the university. It should be noted that currently more than 250 million users from 243 countries of the world use the Moodle platform. The use of the Moodle platform gives the academic staff advantages such as the availability of course materials, work and assignments at any time during teaching, easy organization of the teaching environment, prevention of time loss in teaching, and the formation of an effective distance learning environment.

An action plan has been approved for the construction and implementation of the Moodle platform in a short period of time, starting from the 2019/2020 academic year.

According to the action plan, the process of technical installation and tuning of the platform was carried out in the first stage. Soon, the platform was declared open for use on the Internet (<https://e-learning.adpu.edu.az/>).

In the next stage, a series of trainings were organized to convey the rules of using the platform and the existing functionality to the users. After the training, teachers' offices were created for the relevant subject courses. Each university teacher and student automatically accesses the Moodle educational platform with the Microsoft 365 application and takes advantage of the system's advantages.



GROWTH DYNAMICS IN CERTAIN AREAS

No	Content	2019/20	2020/21	2021/22	2022/23
1	Number of computers with Internet access	269	376	457	573
2	User computers with corporate antivirus software installed	0	223	326	341
3	Public open wireless internet hotspots	0	5	7	77
4	Teacher's offices on the electronic learning platform	53	157	185	189
5	University owned websites	1	1	8	8
6	Number of auditoriums equipped with an interactive whiteboard	22	22	42	43
7	"user accounts in Microsoft Azure	16480	19223	21845	24694
8	Certified telecommunications equipment and tools	0	10	10	10
9	Computer laboratories	3	4	9	10
10	Projectors used in the teaching process	56	56	61	62
11	Length of internal and internet network	7800 m	9600 m	12200 m	51800 m
14	Ultimate internet speed in educational buildings	200 Mbit/s	200 Mbit/s	200 Mbit/s	300 Mbit/s

Many auditoriums are equipped with HD image quality projectors in order to ensure the visibility of the lesson. In addition, the coverage area of network lines in all educational buildings has been significantly increased in order to ensure access to the Internet network for administrative and academic staff. The coverage area of the wireless network in the coastal building covered 100% of the existing area of the administrative building. The final speed of the internet connection in educational buildings has been increased to 300 Mbit/s.

PUBLIC RELATIONS

In 2006, the press and information department was established with the aim of establishing close relations of the university with the mass media of the country and highlighting the cultural-mass, scientific-pedagogical life of the university. In 2016, the name of the department was changed to Public Relations and Marketing. In March 2021, as a result of the organization of events and the merger of the public relations and marketing department with the department of work with students, the department of work with students and public relations with wider powers was recommended. In September 2022, an independent Public Relations and Marketing department was established in connection with the improvement works. The department provides coverage of the university's daily activities, achievements in the field of education and international cooperation in the mass media, represents ASPU in local and international cultural and mass events and projects, maintains the university's official social media accounts (Facebook, Instagram, Twitter, Telegram, YouTube and etc.), prepares printed materials for promoting the activities of the university, manages the content of the official website www.adpu.edu.az and ensures regular updating of information, promotes university life in mass media, is an organ of the university Publishes the newspaper "Young Teacher" and conducts media monitoring, etc.

3 books about the 100th anniversary of ADPU ("Heroes of the Pedagogical University (encyclopedic collection)" by department employees, Baku, ASPU, 2021, 304 p., "Pedagogical University. Witnesses of 100 years. Photo album". Baku, ASPU, 2021, 216 p., "Pedagogical University. 100 years 100 facts", Baku, ASPU, 2021, 108 p.) were prepared and printed, booklet of the university, branches, faculties and college, information magazine and brochure about ASPU and other printing and advertising means were prepared. Several operational and periodic tools are used to ensure public relations and effective feedback:

OFFICIAL SITE

The official website of ASPU www.adpu.edu.az operates in Azerbaijani and English. The updated version of the site was launched in 2022, and the site is constantly updated. Currently, in addition to the main website of ASPU, the websites of 8 faculties of the university are also active.

([https://adpu.edu.az/index.php/az/t%C9%99dris/fakulteler](http://www.adpu.edu.az/index.php/az/t%C9%99dris/fakulteler)).

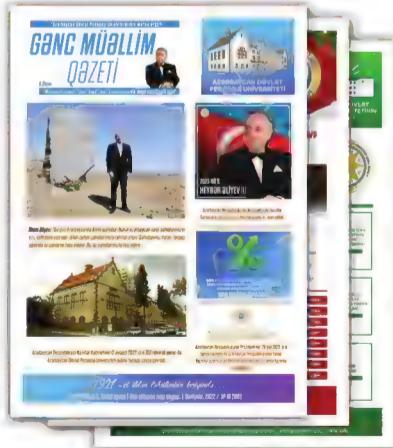


On the site, the innovations happening at the university are accurately and promptly covered, information of interest to employees, students and the educational community is regularly published. The site also contains up-to-date information about all structures and employees, as well as contact information.

OTHER MEANS OF COMMUNICATION

In addition to the official website, ASPU makes extensive use of other communication methods to inform the public and provide effective feedback. Regular cooperation with leading mass media, active and effective use of social networks, and newspaper publication play a key role here.

THE NEWSPAPER "GANJ MUALLIM"



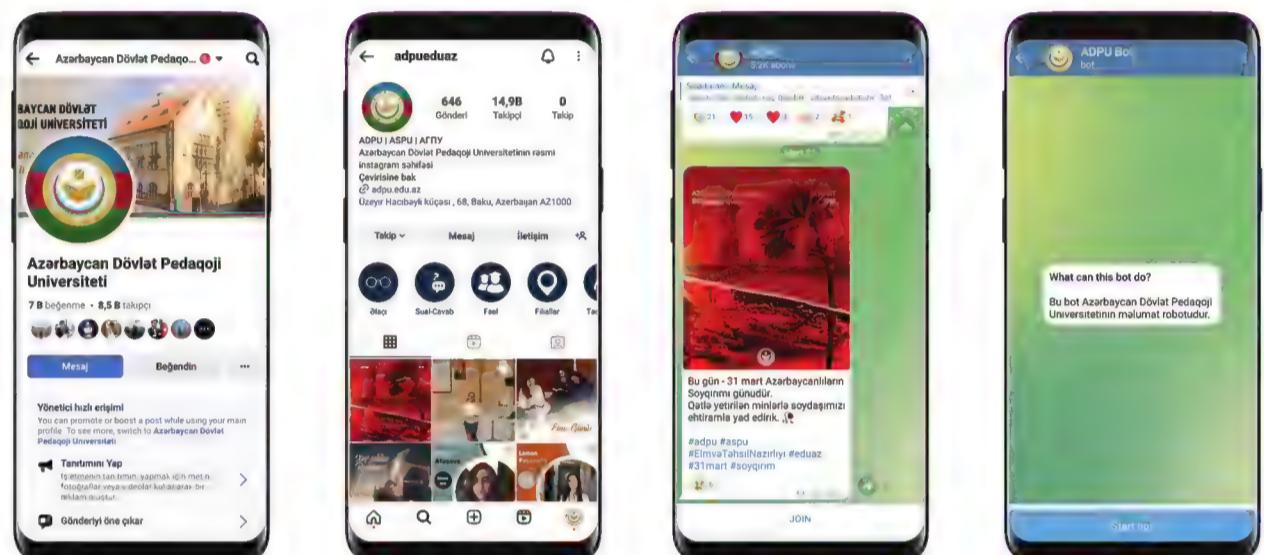
The press organ of the university - The newspaper "Ganj Muallim" plays an important role in covering and chronicling the activities. The newspaper "Young Teacher", which has been published for 65 years, has been published in a new style and design in color print and

electronic form since January 2021. The renewed "Ganj Muallim" presents a series of interesting columns about the writings of talented students, martyrs of the Patriotic War, famous graduates of ASPU, and also applies and promotes innovative journalism. Thus, starting from the February 2021 issue, hyperlinks to the necessary information - text, photo and video files - are provided in the news with QR code technology. The newspaper is published in A3 format. 1120 issues of the newspaper have been published so far, 46 issues have been published in the last 7 years, 17 of which have been published in the last two years alone. In other words, 40% of the issues published in the last 7 years belong to the new format "Ganj Muallim" published in the last two years.

THE NEWSPAPER "GANJ MUALLIM" OF ASPU FOR LATEST 7 YEARS



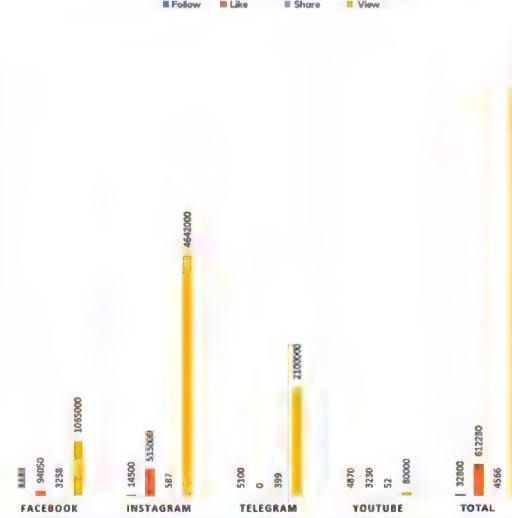
SOCIAL MEDIA CAPABILITIES



With the aim of more flexible and efficient organization of relations with the public at ASPU, official social media accounts of the university have been launched on all leading social media platforms since 2020, and the Facebook page, which has been available since 2018, has been rebuilt. By applying a corporate style to the pages, the quality of shared contents and the number of views have been significantly increased, and they have been turned into modern operative means of communication involving all students, employees and interested parties of ASPU. Pages with a different concept and operating quickly have managed to gather a large audience among students, thousands of real followers on Facebook, Instagram, Telegram and YouTube.

In connection with the 100th anniversary, the university's online television called "ASPU TV" was launched on the Yotub platform. The authors of this ongoing project, the broadcasting and technical staff of the channel consist of employees of the department and volunteer students. Various programs and columns on education are prepared and broadcast on the channel. In particular, a 30-minute "ASPU Promotional Film" was prepared in 2021, archival videos reflecting the history of the university were presented throughout the anniversary year. A social media marketing (SMM) team was created to develop the university's relations with the public. Students receive answers to the questions they are interested in with the artificial intelligence bot "ASPUbot" added to the official Telegram channel by the ASPU SMM team. Team members are currently working on the development of the mobile application. The bot can currently answer 229 questions and has 2,804 subscribers.

The statistic view of official social media accounts of ASPU



Among the followers of the university's social media accounts are also users from foreign countries. The following are the statistics for the Facebook network where audience statistics can be measured by country:

The number of Facebook followers (according oversea countries)



In addition to these, the university, our martyred students and graduates, publications, etc. Wikipedia open encyclopedia about is regularly updated.

Including, to ensure the public accessibility of jubilee publications, it was placed on the "Internet Archive" platform, in the electronic databases of the Presidential Library and the National Library of Azerbaijan.



PUBLIC RELATIONS

Relations with the mass media have become more intensive in recent years. The activities of the university are regularly covered by various news agencies. Here is the top 20 list of media with the most cooperation and regularly publishing information about ASPU:

1. Azerbaijan Television
2. Ictimai TV (Public TV)
3. Medeniyyet TV (Culture TV)
4. Space TV
5. AZERTAG - Azerbaijan State News Agency
6. "Azerbaijan müəllim" newspaper of the Ministry of Science and Education of the Republic of Azerbaijan
7. "525th newspaper"
8. Trend Information Agency
9. Report Information Agency
10. APA Information Agency
11. Qafqazinfo.az
12. Mektebgushesi.az
13. Tehsil.biz
14. AZpress Information Agency
15. Education-press Information Agency
16. Modern.az
17. Moderator.az
18. Onnmedia.az
19. Innews.media
20. Veteran.az

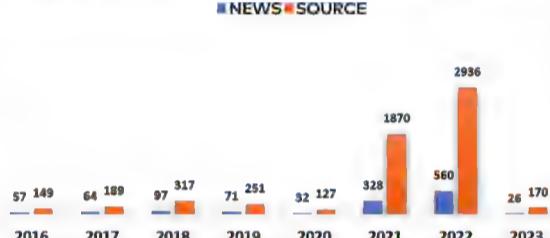
In ASPU, regular activities are carried out through the official website, e-mail, all social media accounts, contact numbers, mass online and face-to-face meetings in order to ensure prompt communication with students and respond to public requests. Thousands of requests received by the department from various sources are answered by the relevant persons in the shortest possible time or directed accordingly, and necessary recommendations are given. Regular inquiries from the public and mass media are answered promptly.



PUBLIC CONTROL, MONITORING

Through the official website and social media pages, constant up-to-date information is published, which gives stakeholders the opportunity to evaluate and analyze the activities of the university. The department constantly monitors ADPU's own resources and information published in the mass media about the university, and based on the results, decisions are made regarding the relevant improvement works.

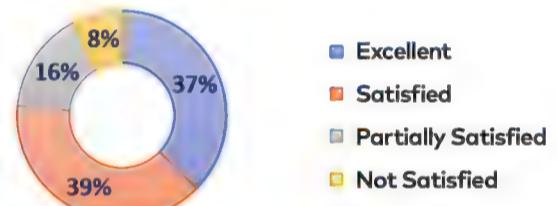
The statistics of the broadcasted news and sources about ASPU on the years according to the Media Monitoring (2016-2023)



According to the comparative analysis of the number of news and sources in the media, compared to 2016, the number of news broadcasted in 2021 was 575%, and the number of news sources was 1255%, and in 2022, the number of news broadcasted was 982%, and the number of news sources was 982%. 1970% increased.

As a result of systematic action, applications made by students and the public to various external platforms and institutions related to the university have decreased to zero during the last two years. In order to learn public opinion on social network accounts and to improve the work of pages, an online survey was conducted about satisfaction with the activity of ASPU social media accounts (from the Official Telegram page, February 08-09, 2023). 76% (602 respondents) of those polled (787 respondents) said that they were satisfied with the activity of the pages.

HOW DO YOU ASSESS THE ACTIVITY OF OUR UNIVERSITY IN SOCIAL NETWORKS?



INTERNATIONAL RELATIONS

COOPERATION WITH UNIVERSITIES OF THE CIS COUNTRIES



In 2016-2022, the university expanded its relations with CIS countries and signed bilateral cooperation agreements with 18 universities. Meetings were held with representatives of higher education institutions of Kazakhstan and Russia. A student exchange was carried out within the framework of the agreement with the Russian State Humanitarian University (RSHU). Thus, 8 students of RDHU studying "International Relations" major participated in a two-week spring school at ASPU. On November 11-14, 2021, ADPU employees participated in the international conference dedicated to the 200th anniversary of Fyodor Dostoyevsky at Omsk State University.



US EMBASSY JOINT PROJECTS



ASPU develops cooperation with the US Embassy in Baku, participates in various programs and projects with the support of the embassy.

Within the framework of the "Fulbright English teaching assistant program" funded by the US State Department, 9 foreign teaching staff were involved in the teaching process in 2016-2023. Foreign teachers involved in the program, participate in classes on the specialty of "Teaching English" and organize conversation clubs for students. TKT and CEPT exams were organized in order to increase the level of English language teaching at the Pedagogical University, the academic staff of the Foreign Languages Center and the foreign language level of students studying in English.

One teacher of ASPU visited the USA as part of the 10-day "Open World" training program supported by the US Congress. At the expense of the US State Department, within the framework of the multi-regional scholarship program of the International Visitor Leadership Program called "Community-based preschool education", one administrative staff member of ASPU visited the USA.

INTERNATIONAL RELATIONS

ERASMUS+ PROGRAM

ASPU continues to expand its relations in the direction of the implementation of projects on the development of international academic mobility. In 2016-2022, 9 projects were granted within the framework of the ERASMUS+ program. 4 of them are under the Capacity Building in Higher Education (KA2) and 5 under the International Credit Mobility project.

Within the framework of ERASMUS+ KA1, ASPU implements an exchange program with Denmark's Copenhagen University College, Lithuania's Magnus University, Romania's "Dunarea de Jos" Galati University, Turkey's Bartin University and Poland's Rzeszow University.

In 2016-2013, 18 students, 18 teachers and administrative staff participated in the exchange within the framework of ERASMUS+ KA1, and 7 foreign teachers visited ASPU within the framework of the exchange program.

ASPU is a partner of 4 grant projects within ERASMUS+ KA2. Within the framework of the projects, the best European experience in various directions in the field of science and education was studied, areas of scientific cooperation were determined and a wide cooperation network was established:

PETRA - 3 training trips were held within the framework of PETRA (improving training and teaching in Azerbaijani universities, 2017-2020) project. At the end of the project, a training, teaching and resource center was established at ASPU.

EQAC - Within the framework of the EQAC (Establishment of Quality Assurance Centers in Azerbaijani universities, 2017-2021) project, 6 training trips were held and a Quality Assurance Department was established at ASPU.

IQlinAR - ASPU was represented by a 3-person project team at 3 meetings held within the framework of the IQlinAR (Increasing Internal Quality Assurance of Education in Teaching, Learning and Evaluation in Azerbaijan and Russian higher education institutions, 2021-2024) project.

ECAR - ASPU was represented by a 6-person project team in 5 training trips held within the framework of the ECAR (Establishment of Rectors' Conference in Azerbaijan, 2021-2023) project. Joint project with DAAD

Project poster or picture from training Nuremberg ASPU is partnering with the Friedrich Alexander University of Nuremberg in the project "Pedagogical Professionalism and Internationalization" within the framework of the "Higher Education Dialogue with the Muslim World" program. 2 training trips were held within the project.

WORK WITH FOREIGN STUDENTS

The admission of foreign citizens to study at the Pedagogical University is based on the quota determined in accordance with the agreements concluded between the Republic of Azerbaijan and foreign countries in the field of education, according to the results of the examinations of the Higher Education Council of Turkey (YÖK), the Student Selection and Placement Center (ÖSYM), which ASPU directly concluded with foreign citizens. It is implemented on the basis of contracts and on the basis of the student admission competition conducted centrally by the State Examination Center of the Republic of Azerbaijan. During 2016-2022, based on the results of the YÖK exams, 178 foreign students, 25 masters, 9 doctoral students, and 128 foreign trainees graduated from the university, within the framework of the Intergovernmental Scholarship Program, based on the agreements concluded directly by ASPU with foreign citizens. Currently, up to 100 foreign citizens are studying at ASPU in various specialties of preparatory, bachelor's, master's and doctoral levels. Among them are citizens of Turkey, Russia, Georgia, China, Turkmenistan, Syria, Ukraine, Afghanistan, Pakistan and Iran.



SIA CAS

STUDY IN AZERBAIJAN: CENTRALISED ADMISSION SERVICE

Foreign students can get information about admission rules using studyingazerbijan.edu.az, SIA CAS (portal.edu.az), as well as the official Instagram and Facebook pages of the department of work with foreign students, as well as the university's website.

MEMBERSHIP TO INTERNATIONAL ORGANIZATIONS

ASPU expands relations with many countries of the world, besides it is a member of a number of international organizations. Since the 2020-2021 academic year, it has been a member of the Black Sea Universities Union (BSUN), the European Teacher Training Network (ETEN) since 2008, and the International Association of University Presidents (IAUP) since 2017. The purpose of the membership is to expand knowledge exchange and mobility opportunities by creating a network of cooperation with European higher education institutions engaged in teacher training. The university closely cooperates with organizations such as EURAS, KÜNIB.



Erasmus+



BUSINESS TRIPS

During 2016-2022 ASPU was represented on 14 foreign trips with the participation of the rector. In a conference organized by the European Teacher Education Network (ETEN), of which ASPU is a member, at the initiative of the Faculty of Education of the University of Gothenburg in Gothenburg, Sweden, and in cooperation with the University College in Copenhagen (UCC), Denmark, the International Association of University Presidents (UPBA) in Vienna (Austria) ASPU Rector Professor Jafar Jafarov participated in the XVIII Triennial Conference "Innovation in Education". Rector prof. J. Jafarov also participated in conferences, forums and congresses held in Turkey (Vice Chancellors' Forum, opportunities for cooperation within the higher education systems of Turkey and Azerbaijan, KUNIB VII Congress, Sheb-i Arus, EYFOR, EYUDER). In particular, the rector of the university spoke at the EDCRUNCH 2019 conference held in Moscow, Russia, and at Gazi University on November 7-11, 2022 in Ankara, Turkey, on the occasion of the second anniversary of the Karabakh victory: "Shusha is ours!" Garabagh is ours! Karabakh is Azerbaijan!" participated in the event.

ASPU was represented at the meeting on the discussion of dual degree issues initiated by ARTN in Washington, USA, and at the meeting of the steering committee of the international dual degree program between ASPU and the US George Washington University (GWU) within the framework of the "Education and Human Capital Development" specialty.

DUAL DEGREE PROGRAMS



Within the framework of the dual diploma program implemented on the basis of the State Program for 2019-2023, a master's dual diploma program is being implemented jointly with the "Education and Human Development" school of the George Washington University (CVU) of the USA. The two-year joint international master's program is carried out on the specialty "Educational policy and management". The first admission to the program was in 2020 with 25 people. The first release of the program was in June 2022. Currently, 60 students are studying in the program.

The dual degree program in partnership with CVU applies the best of both local and international experience. Thus, in addition to studying in an international program like this, students have the opportunity to learn in real-time with opportunities to apply international practice in the local legislative environment. In order to increase the number of international double diploma programs, ASPU is preparing to implement a joint program with Turkey's Gazi University in the field of "Pre-school education". In addition, negotiations have been started with Vytautas Magnus University of Lithuania for the implementation of dual degree programs.

OUR BRANCHES ARE ON THE WAY OF DEVELOPMENT**ACCESSIBLE HIGHER EDUCATION IN THE REGIONS****GUBA BRANCH**

The Guba branch has an important place in the sustainable development policy of ASPU. The branch started its activities in 1943 as the Guba State Teachers' Institute; since 1991 it has been operating as the Guba branch of the Azerbaijan State University of Culture and Arts, since 2000 as the Guba branch of the Azerbaijan Teachers' Institute, and since 2015 as the Guba branch of ASPU. The branch employs 89 faculty members, of whom 6 are doctors of science (including 1 professor), 22 are doctors of philosophy (including 13 are associate professors), 22 are senior lecturers, and 35 are teachers.



Currently, 11 specialties are being accepted. In recent years, the number of applicants with scores above 500 points is increasing, and there is even an applicant who chooses a branch with 670 points. In the last 7 years, the number of students has increased from 779 to 1064. The social conditions of students and the mechanism of communication with graduates are constantly being improved. Starting from the 3rd academic year, the students with the highest marks in the majors are awarded scholarships in the amount of 50 AZN, and the students with the highest marks in the branches of the 3rd, 4th and 5th academic years are awarded a scholarship named after Heydar Aliyev in the amount of 100 AZN. TGT(Student youth organization), TEC(Student Scientific Society), THIK (Student union committee) and 15 other student clubs operate in the branch in order to effectively organize students' free time. In order to strengthen the management and control of the quality of teaching in the branch, the Quality Assurance Department, the Library and Electronic Resources Department, the Information Technology Laboratory, the Chief Specialist for Monitoring and Evaluation, the Advisor for Strategic Issues, the Advisor for International Relations, and the Head of Experience and Graduate Affairs have been established. was done. Also, in recent years, the recruitment of participants of the Patriotic War and graduates of the branch, the installation of a turnstile system in order to improve attendance at work, and the start of the reconstruction and electronicization of the archive also indicate rapid development. A memorandum on mutual cooperation was signed between the Central Scientific Library of ANAS and the Guba branch of ADPU, and the electronic library was launched. (<https://adpuquba.edu.az/category/e-kitabxana/>).

A corporate e-mail system was implemented for all teachers and students, and trainings were organized for them to master the Moodle virtual learning system. The three-year project "Improving the skills of teachers in the field of inclusive education" was implemented in the branch with the support of the European Union, UNICEF, the Heydar Aliyev Foundation and the Ministry of Science and Education. The number of articles published in international and republican level conference materials in the most prestigious publications included in the "Web of Science" and "Scopus" scientific databases of the faculty has increased significantly, and the branch now hosts international conferences. The Council of Young Scientists and Researchers was created on the initiative of Yusif Aliyev, the director of the branch is doctor of physics works in the direction of stimulation of scientific initiatives. In 2022, 14 monographs, 7 methodological aids, 4 textbooks, 4 books, 21 international conference articles, 27 republic-level conference articles, and 12 journalistic articles of the branch staff were published. The branch organized 5 international and 12 local scientific-practical conferences in the last 3 years.

Currently, the Guba branch cooperates effectively with a number of foreign universities and international organizations. Among them, Poznan University in Poland, Rostock University in Germany, Termez State University in Uzbekistan, Ankara University and Gazi University in Turkey, Georgian branch of San Diego State University in the USA, Kyrgyz Academy of Education in Kyrgyzstan, Kyrenia American University in the Turkish Republic of Northern Cyprus, Kars Kafkas University, Kafkaz University in Turkey University, Kayseri University, Çankırı Gözü Vocational and Technical Anatolian High School. Local and foreign specialists closely participate in various events

held at the branch. On the occasion of ASPU's 100th anniversary, 3 of the branch employees were awarded with the badge "Advanced Education Worker of the Republic of Azerbaijan" and 2 with the "Decree of Honor of the Ministry of Education of the Republic of Azerbaijan" for their effective scientific and pedagogical activities. The social welfare of employees working in the branch is also improved every year. The average salary in the branch is 20% in 2016, 10% in 2018, 10% in 2019, 17.5% in 2019, 5.9% in 2021, 16% in 2022, 2023 in , it was increased by 15%. In order to improve the quality of teaching, the Rating evaluation is applied among teachers from January 2020. In the last 4 years, new work rooms, Heydar Aliyev's lecture hall, a large assembly hall with 200 seats, an auditorium for 75 people, the opening of memorial auditoriums for martyrs, renovation of the administrative building, courtyard and cafeteria (Pedagogical Cafe), construction of a new entrance-exit point, planting an orchard, as well as The increase of ICT infrastructure from 36 computers to 99 computers, 9 smart boards, 39 printers, 22 projectors and motorized boards in the last 7 years is also an indicator of continuous development.

**SHAMAKHI BRANCH**

The branch has a positive image in the society and successfully conducts the training of the pedagogical personnel. Shamakhi branch, which has been operating as a higher education institution since 1991, has undergone major changes in the number and quality of students admitted in recent years. So, in the 2016-2017 academic year, 539 students were studying in 5 specialties at the branch, and today 635 students are studying in 7 specialties. Among the students admitted to the branch today, there are also applicants who scored higher than 600 points. More than 50% of the 754 students who graduated in 2016-2022 work in their specialty, and some work in other fields. The evaluation system at Shamakhi branch of ASPU is based on the principles of objectivity and transparency. This can be seen in the increasing dynamics of students' success and quality indicators in exam sessions. In the last 7 years, the success rate has increased from 60 percent to 73 percent, and the quality has increased from 8 percent to 16 percent.

44 professors and teachers working in the branch carry out scientific-research works in various fields. Among them there are 2 doctors of science, 9 associate professors, 8 PhD, 6 senior teachers and 23 teachers. In 2016-2022, more than 350 international and national level articles, theses, about 20 programs, up to 15 textbooks, teaching aids were written by the branch employees. Platforms like "Teacher Activity Group Training Course as a part of the British Council", "Expansion of inclusive education", "International databases", "Development of community-based pre-school education", "Gender in Azerbaijan" and "Teaching of STEAM subject", etc. which the faculty members of the branch joined to improve their professional skills, serve to modernize teaching and scientific research.

International relations of the branch are also expanding. "III International Hamza Nigari Turkic World Cultural Heritage Symposium" in 2017, "V International Conference on Innovations in Science and Education" jointly organized by the IKSAD Institute in 2022, 33rd International Scientific Conference "Actual problems of science: the Turkish world and within the framework of national unity" organized by the initiative of ELGER - Science and Research Center and in cooperation with the branch of the Kyrgyz National University are the indicators of international cooperation established at the scientific level.

The branch's quality assurance policy includes stimulation of teaching and scientific activity of teachers in accordance with its Strategic development plan. In the last 7 years, the salary in the branch has been increased by 70 percent, a differential salary system has been applied according to the rating and evaluation table of teachers, awards and referrals to treatment centers have been given to each employee through Trade Union Committee. In order to

improve the social well-being of students, Student Union Committee awards socially sensitive and high-achieving students. In the last 3 years, the education fees of 7 students were paid by the Youth Fund, and the education fees of 244 students who were included in the socially vulnerable group during the pandemic were paid by the state. Students can also take advantage of the Student Education loan. In the last 7 years, scholarship places have been increased 3 times, scholarships named after the branch have been established. In the recruitment process, special attention is paid to graduates who graduated from the branch with high results. As a result of the personnel rejuvenation policy, 40 percent of employees are young people. SSS (Scientific Society of Students) and YSO (Young Students' Organization), operating in the branch, build their work in the direction of revealing the special skills and abilities of students. In recent years, the branch YSO has been awarded the "YSO of the Year" twice in the competition between branches, and the chairman of the organization



has been awarded in the nomination of "Chairman of the Year". Students regularly perform intra-branch and grant projects, participate and succeed in competitions and conferences at the regional and national levels. The existing 25 auditoriums of the branch are equipped with modern SSShnical devices and fiber optic internet line. Electronic boards and projectors have been installed. The branch library has about 32,000 book collections. Access to ASPU's electronic library has also been created on the branch's website, which meets the needs of students and employees for electronic resources. Regular communication with the public is established through the official web pages of the branch.

OUR BRANCHES ARE ON THE WAY OF DEVELOPMENT**ACCESSIBLE HIGHER EDUCATION IN THE REGIONS****JALILABAD BRANCH**

Jalilabad branch of ASPU began its activity in 2000 as Jalilabad branch of the Azerbaijan Teachers' Institute. It has been operating as a branch of ASPU since 2015. In the last 7 years, the branch has shown significant development dynamics.

The branch is primarily based on the principle of quality education and strives to have leading positions in the competitive environment of the educational market. In this regard, the Quality Assurance Department has started to operate in the branch. The department implements an evaluation system that serves to ensure the compliance of the educational institution's activity with state educational standards, the creation of an efficient and modern learning environment, and the continuous development of its activity based on self-analysis. For this, the branch conducts a rating evaluation among the academic staff, makes proposals regarding the review, analysis and resolution of student complaints, conducts an anonymous student satisfaction survey and uses more modern and interactive teaching methods in the teaching process. The branch also monitors teachers' lessons with ICT system, checks the state of providing students with methodical tools and lecture materials, conducts surveys with students related to the organization and conduct of exams, and analyzes and prepares of proposals in this direction. In the corresponding years, 770 students graduated from the branch at the bachelor level in 4 majors.

During 2016-2022, special attention was paid to strengthening the scientific potential of the branch. A number of important works have been carried out in the direction of the development of scientific-research activity in the departments united in one faculty of the branch, and in the Department of Scientific Research and Innovations: for example, 75 scientific-practical seminars were organized by departments, up to 200 scientific articles (more than 30 in foreign journals) were published in various scientific journals by the teaching staff. Articles published abroad were mainly published in the USA, Great Britain, Russia, Ukraine, Turkey, Germany, Kazakhstan, South Korea, etc. 3 programs, 41 textbooks, study materials,



monographs (three of which were issued abroad) of the branch employees have been published during this period. Jalilabad branch closely cooperates with the various institutes of ANAS, ASPU and its branches, BSU, LSU, etc.

Currently, the department employees are working on the development of teaching on the Moodle LMS platform. During 2016-2023, an information bank of the department employees and the people who want to work as teachers in the department was created. In recent years, the library fund has been increased from 7145 to 10280 books due to new books. The activity of Department of event organization and work with students, as well as SSS, YSO, TUC and SUC attracts special attention. Continuous work is being done in the direction of effective organization of students' free time, participation in the political and social life of the region and the country. Thus, the branch regularly organizes events with patriotic motives, oriented towards the formation of tolerance and multicultural values. Students united in SSS are engaged in regular scientific-research activities, represent the branch at state-level student conferences. At the end of each academic year, SSS conference is organized in the branch. YSO representatives successfully represent the branch at important events in regional and national levels. Active students of the branch are awarded certificates, medals, honorary degrees, diplomas and awards at the events.

AGJABADI BRANCH

The history of the branch dates back to Khankendi branch of ASPU, which started operating in the 70s of the last century and continued as Khankendi Pedagogical Institute shortly after. As a result of the separatism caused by the Armenians, the Azerbaijani branch of the institute first operated in Ganja and Shusha, then continued as Shusha branch of ASPU, which could not operate in there as a result of increasing Armenian separatism, and was temporarily moved to Agjabadi. In 2000, Aghjabedi branch of the Azerbaijan Teachers' Institute was established on the basis of Shusha branch. Finally, from the 2015/2016 academic year, the branch began to operate as Agjabadi branch of ASPU.

Transparency is the main criterion in the management system of the branch, as well as in training activities. In 2018, the branch's Strategic Development Plan for 5 directions covering the years -2021 was approved. Important steps are being taken in the direction of structural reforms and personnel rejuvenation in the branch. Examples include the establishment and effective functioning of departments such as Learning Management, Student and Alumni Affairs, and Quality Assurance. In the last 5 years, 9 young teachers and 7 young bachelors were hired in relevant fields of specialization after checking their skills. Currently, the branch has one faculty and four departments. Scientific potential consists of 58 people in total. 12 of them are associate professors, 16 are teachers with a scientific degree, and 9 are doctoral students. Until 2018, the number of scientists was 8 people, now their number has increased to 12 people. Participation of teachers in republic and international conferences, intra-branch and other trainings contributes to the constant improvement of their professionalism. Four of the employees of the branch were awarded with the badge of "Advanced Education Worker of the Republic of Azerbaijan", one with the medal of "Distinction in Public Service", and one with the medal of "For the Fatherland". One employee is an Honorary Physical Education and Sports worker and Republic referee. Until 2020, students were admitted in 5 majors, now admission is in 9 majors. 831 students study in the branch. Over the past years, the admission results have more than doubled to 250 people. The activities of the graduates are always in the spotlight. For this purpose, the career development of graduates is constantly monitored. In the branch, continuous measures are taken to increase salaries and support the social welfare of employees. If there was a total increase by 9.64% in the 2016-2017 academic year, in 2023 this figure rose to 21.2%. Financial assistance is allocated from the budget of the branch and by TUC to the employees belonging to the socially sensitive group. The transparent environment created in the branch manifests itself more clearly in the exam sessions. During the session, the Exam management group, the Exam Headquarters and the Appeals Commission operate.



The library plays an important role in improving the quality of teaching in the branch. There are a total of 3236 resources in the constantly updated electronic library. In the 2022/2023 academic year, the library of the branch was renovated, moved to a large and bright space, and provided with a high-speed internet connection. The "Book club" of the library increases the enthusiasm of young people to read books. In order to improve the branch's access to the Internet and increase the ICT skills of employees, 2 Internet lines with a speed of 2 megabits each have been upgraded to 5 lines with a speed of 4 megabits each in the last 7 years. There are fully equipped Informatics, Mathematics, STEAM offices in the branch.

SHEKI BRANCH

Sheki branch of ASPU is a higher education institution of exceptional importance in the development of cultural life in the region. The institution, which operated as a branch of Baku State University in 1991-2000, and of the former Azerbaijan Teachers' Institute in 2000-2015, has been operating as Sheki branch of ASPU since 2015. In March 2022, the 30th anniversary of the branch was solemnly celebrated, many employees were awarded with honorary titles and diplomas.

In the early stages of its operation, there were only 2 specialties in the branch, but in 2022, the number of specialties was increased to 10. The branch is located in 2 adjacent buildings with 2 and 3 floors on an area of 3.2 ha.

In order to improve the quality of education and support the career advancement of students, the Quality Assurance Department and the Career Center, as well as Information and Communication Technologies Department have been started in the branch. Scientific-pedagogical staff in total 4 departments in the faculties of pedagogy and the philology carry out highly qualified personnel training. The professor-teacher staff consists of 89 people. 3 of them are doctors of science (including 1 professor), 14 are doctors of philosophy (including 9 are associate professors), 44 are senior teachers, 14 are master, and 25 are doctoral students and dissertation candidates. In the last 5 years, 5 people from the branch employees received PhD. About 60 of the branch employees received certificates after passing various training courses in the Republic, as well as in the USA, France and Portugal.



The professors and teaching staff have achieved a lot of successful scientific research results. In 2021 alone, branch employees published 4 textbooks, 2 monographs, 61 articles (including 9 articles abroad), 52 conference theses (including 7 abroad), and 5 subject programs. Faculty, staff, young researchers and students of the branch regularly participate in national and international scientific conferences. In addition to a number of universities of the Republic, the branch has cooperation with scientific institutions of countries like the USA, Turkey, Russia, France, Georgia, Ukraine, Kazakhstan, Uzbekistan, etc. During its 30 years of activity, the branch has trained more than



4,500 teachers. Currently, 912 students are studying in the branch. 10 of them receive the "Teacher of the Future" scholarship. Scientific conferences, disputes and debates, competitions are held in the branch, YSO, SSS and SUC operate in order to organize students' free time effectively.

GANJ MUALLIM

NEWSPAPER



ASPU OFFERS YOU QUALITATIVE SPECIALIST TRAINING AT ALL LEVELS OF HIGHER EDUCATION

Staff training is conducted in full-time at the undergraduate and master's levels, and in full-time and part-time forms at the doctoral level of education and dissertation level.

Bachelor's qualifications

Personnel training in 22 specialties is conducted at the university

- Physics teaching
- Technology teaching
- Mathematics and ICT teaching
- Mathematics teaching
- Teaching ICT
- Teaching history and geography
- Geography teaching
- Social work
- Teaching Azerbaijani language and literature
- Foreign language teaching (English)
- Foreign language teaching (French)
- History teaching
- Primary school teaching
- Preschool education
- Special education
- Social-psychological service in education
- Biology teaching
- Chemistry teaching
- Teaching chemistry and biology
- Music teaching
- Fine arts teaching
- Physical education and pre-service teaching

Master's qualifications

Master's training is conducted in the following 22 specialties (28 specializations) at the master's level at the university:

- Methodology and methods of teaching Azerbaijani language and literature
- Methodology and methods of foreign language (English) teaching
- Methodology and methods of teaching physics
- Methods and methodology of teaching mathematics
- Methodology and methods of teaching physical education and pre-service training subject
- Methodology and methods of technology subject teaching
- Methodology and methods of teaching music
- Methodology and methods of teaching biology
- Methodology and methods of teaching chemistry
- Methodology and methods of teaching history
- Methodology and methods of teaching geography
- Methodology and methods of teaching ICT
- Methodology and methods of teaching fine arts
- Methodology and methods of teaching in primary school
- Methods and methodology of special education
- Methodology and methods of preschool education and upbringing
- Social-psychological service in education
- Theory and history of pedagogy
- Social pedagogy
- Assessment and monitoring in education
- Organization and methodology of teaching and learning (SABAH)
- Management (organization and management of education)

Doctoral specializations

The university trains scientific-level personnel in 33 specialties at the doctoral level:

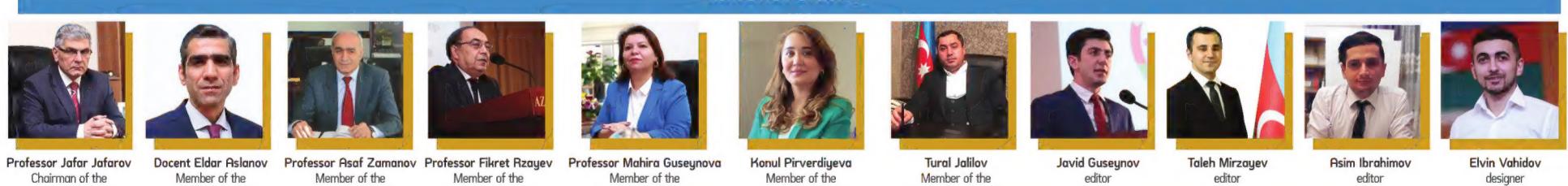
- Computer science
- Differential equations
- Physics of semiconductors
- Analytical chemistry
- Organic chemistry
- Zoology
- Human and animal zoology
- Economic geography
- General history
- History of the homeland
- Archaeology
- Azerbaijani language
- Turkic languages
- Azerbaijani literature
- World literature
- Folklore
- Russian language teaching methodology
- Methodology of teaching biology
- Methodology of teaching ICT
- Methodology of teaching Physics
- Methodology of teaching English
- Methodology of teaching Mathematics
- Methodology of teaching History
- Methodology of teaching Azerbaijani
- Methodology of teaching literature
- Methodology of teaching Chemistry
- Methodology of teaching Geography
- Organization and planning of education
- Teacher training and activity
- General pedagogy, history of pedagogy and education
- Pedagogy of Special education
- Pedagogical psychology
- General psychology



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